

Frias, Joel O.

October 27, 1959

Mr. Joei A. Frias
c/o Local Union No. 20
96 Portland Street 205 Wacker Street
Boston, Massachusetts Chicago - Illinois

#### Dear Brother Frias:

We have your letter of October 29th and the answer to your question is that the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America is not part of any Inter-American Federation.

Fraternally yours,

H. J. Gibbons, Executive Assistant to the General President

HJG/js

Petober 20, 1959

Tear Sir:

this writer is an extere trade timount at present warhing with the waiters and Bartenders International, Rocal 25 of Chicago. I am interested in knowing if the Teamsters International is a part of any Internmencan Federation warking in Maxico

wiel you please be kind enaugh to home your office direct this letter to the proper person for attention o should your office require confirmation of my true intenst and identity, I will be glod to find some one out of my. John T. OBrien office here to ranch for me.

Smidently I word a with drawal land from hocal 705, the Teamsless in this city

I hunking you far your most kned attention

Very sincesely yours

ADMINISTRATIVE FILE

January 5, 1961

Mr. Georga Friedberg 1270 Carroll Street Brooklyn i3, New York

Dear Mr. Friedberg:

Your letter of December 30th addressed to General President Hoffa has been received in this office, and I sm writing to advise you that this office does not handle any matters of employment in any of the industries we represent. This is a function which rests exclusively with our local unions.

We are, therefore, unable to be of any assistance to you.

Very truly yours

H. J. Gibbons

Executive Assistant to the

General President

HJG/yk

1270 Carroll St. Brooklyn 13, h.y. Dec. 30, 1960

Mr. James Hoffer, Presidents Transter Union Holy. Detroit. Much.

Dur Sir:

I am a teasher and charmon of fine arts in the hew fork city school septem. During my summer vacations outs of necessarily of final other employment. I for the part ten years it has been in a supervisory capacity in day camps. I him summer I would like to be away from the children and with the ween. I would very much appreciate your help in getting a land and placement for summer supplyment. I know that the local brewner part on extra men for the summer season. I will appreciate your help in their important matter to me. I fully value

Paga tive how bury you must be but of help to you can in any way be of help to me I will always be induted to you. Name thirty eight grandy age married and have two rouns. Dincerely yours. Heorge Fridbery

ADMINISTRATIVE FILE

Jues 20, 1960

Jecob Friedleed, Mequire 591 Summit Avecue Jareey City, New Jereey

Deer Mr. Friedlasd:

Pursuast to our telaphone conversation early last wask, I costacted Dave Previset and Mat Welle concerning the legal problems confrosting a usion in the situation where a comeos cerrier has been ordered to reader earvices by the I.C.C. or a court. And I am anclosing some asterial which you may find helpful.

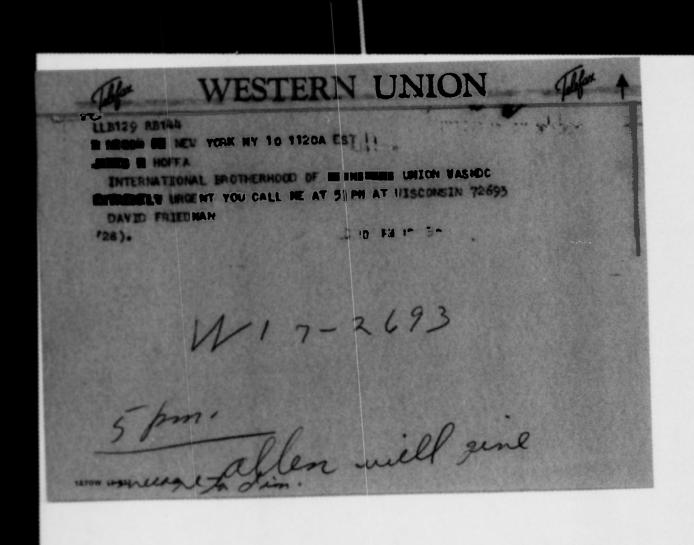
My recommendation would be that you confer with Mat Wells, who has been handling the Galveston Truck Line cess, and Mr. Mranetetter, who handled the Bogle case. Mat le presently on vacation, but will return to his office sent week.

With best wishes,

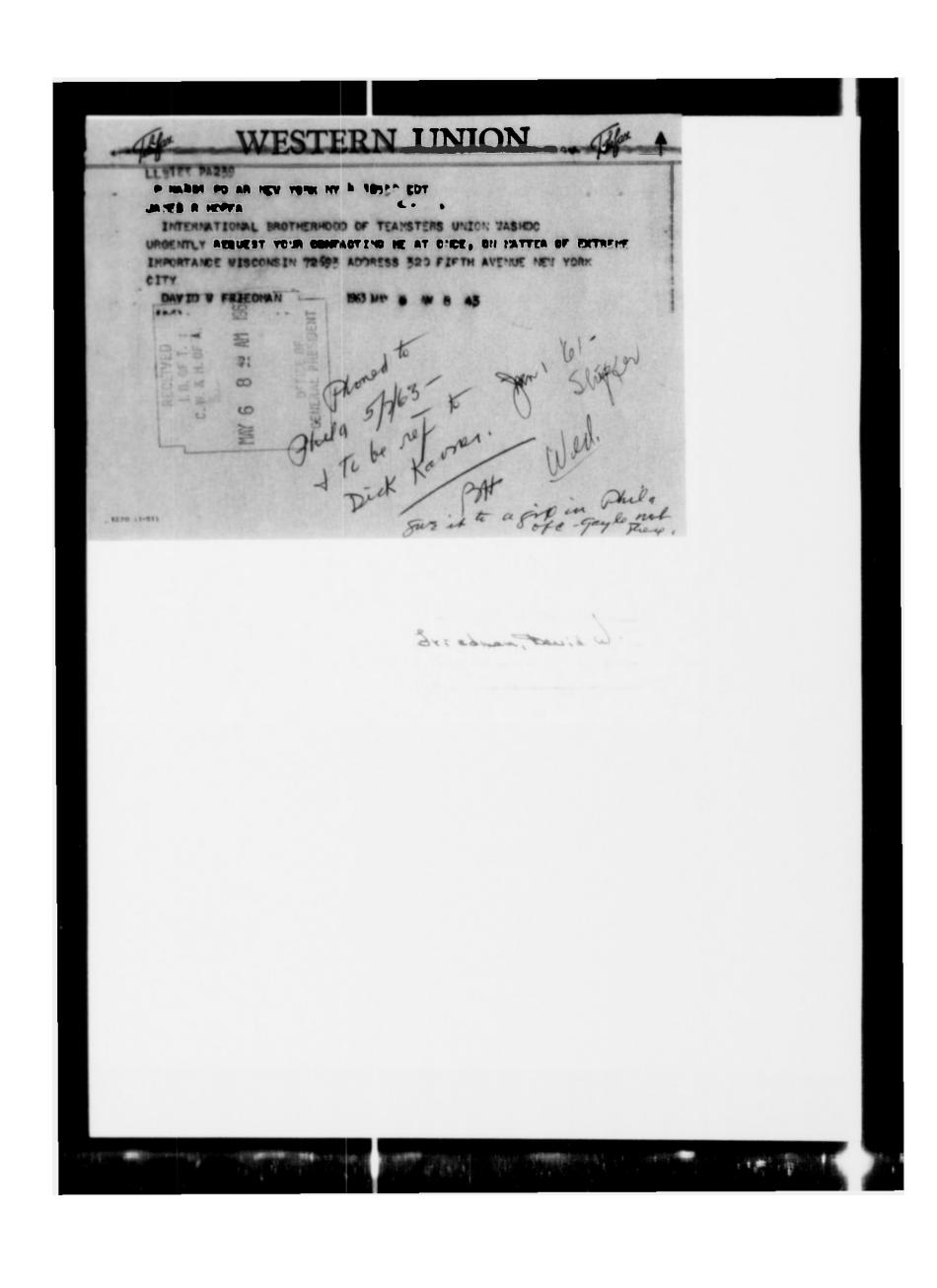
Siecerely,

Florian J. Bartonic House Coussel

FJE: of1 Recle



ADMINISTRATIVE FILE
Friedman, David



Law in hy Swill

fi in Washington to monor

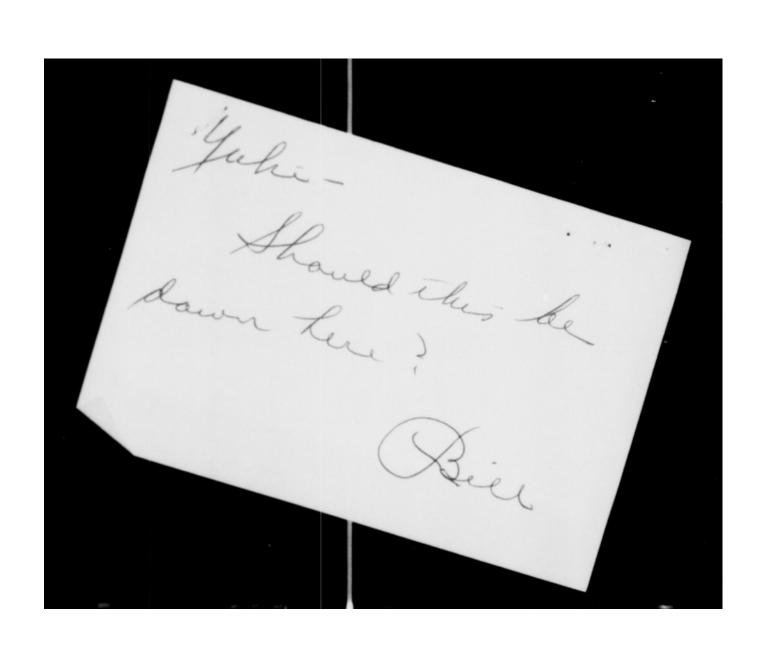
and six heat you to

theodynatrosportunch

Thorge Friedman

Warder

FINEW YORK CITY Friedman, Rolland E. ROLLAND E. FRIEDMAN Industrial Personnel Labor Relations COUNSEL INPIANAPOLIS 2, INDIANA 2/15/60 Dear Jim: Have not changed my mind-If I can be of any servere to your or if you need my check (with just may make you file in the amount) just let me know Have moved my office after 20 years to 3335 n. meridian It # 2. Same phones Unlisted Walnut 60841 Lested Walnut 65059 Washington Esupire 5-1140 - 6807 Beadley Blod., Bethesda, Mongland. going to build new office hulding on all



~ e o e o

A, ril 11, 1956

Mr. George Karras 5230 15th N. E. Seattla 5, Washington

Dear Mr. Karras:

I have a letter from you and Mrs. Karras concerning your fund raising efforts for ! riends of Youth, Inc. Since this is strictly a local project confined to the city of Seattle, it is my suggistion that your contact be made to the efficient of Vint Council of Teamstere No. 40 at heattle. The fidness is 552 Denny Way. Our International Union policy dictates the above suggestive

With sincere hope that you will be successful in your worthy ceuse, I am

Yours very truly,

DB:ew

•

m. Done Back
Noshington; DC.

Pear Dir!

If, after reading the inclosed
printed matter, you decide to

send a membership fee, please
will get credit towards the
will get credit towards the
flyg 20 which is our quota in
the present ferioaciel drins.

Thank you,

M. and Mrs. Deorge towars

\$ 230-15th N.E.
Deattle 5, Wash.

Local 882-Jeansters y Deattle,

# HELP FRIENDS OF YOUTH BUY THIS HOME



Friends of Youth, Inc., Is launching its first financial campaign—April 1 to May 15—to raise a total af \$40,000.00 which is required to maintain the existing program of care for dependent and predelinquent children.

Our community is faced with the ever growing problem of juvenile delinquency. Many of our children are without adequate preventive or corrective treatment necessary to enable them to become proper citizens of tomorrow.

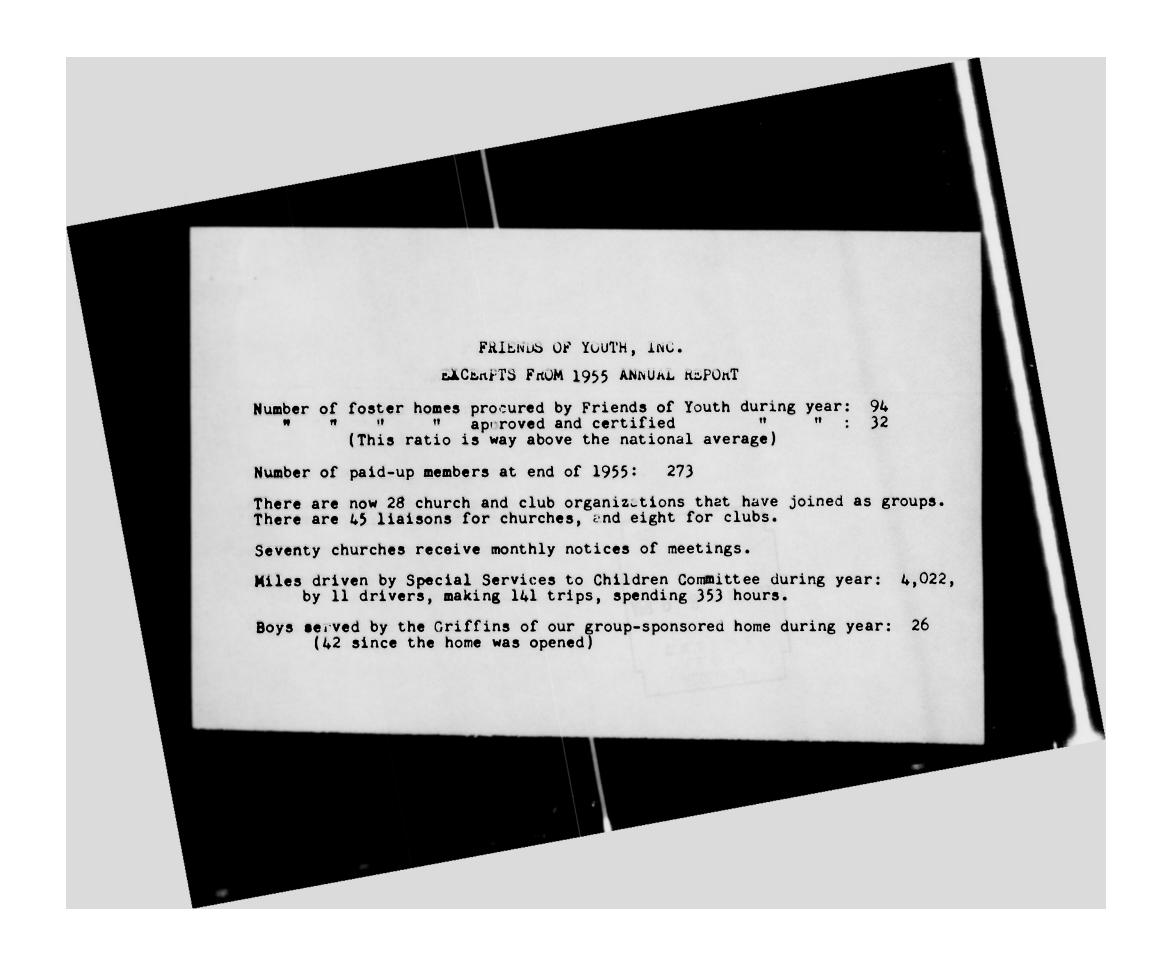
Unless we unite forces our youth are in jeopardy. This organization is meeting one of our greatest community needs, and therefore requires a well informed public that will actively participate in the work, and give financial oid to Friends of Youth.

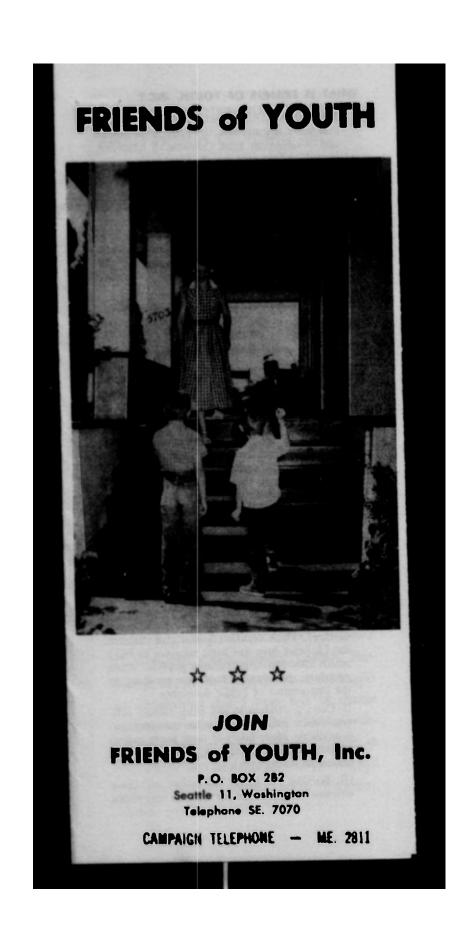
## CAMPAIGN FUNDS ARE TO BE USED:

- 1 To purchase the property where the Friends of Youth group-sponsored home for teenoge boys is lacated — house and five acres;
- 2 Te build a dormitory on the grounds so more boys can be cared for;
- 3—To hire a full time administrative assistant, and additional help for house parents. (A similar home for girls is needed.)

CAMPAIGN HEADOUARTERS: WESLEY HOUSE, 4205 15th AVE. N. E., SEATTLE 5, WASHINGTON PERMANENT ADDRESS: FRIENDS OF YOUTH, INC., P. O. BOX 282, SEATTLE 11, WASHINGTON

CAMPAIGN TELEPHONE - ME 2811





#### WHAT IS PRIENDS OF YOUTH, INC.?

FRIENDS OF YOU'TH or an interdemninational, profit organization, affiliated with Seattle washington State Councils of Churches, so and unfurtiment youth. State-wide opera-

Philippen OF YOUTH has been endoesed by the Methodist, Congasgational - Christian, Presbytusion, and Discisses of Christ (Christian) Clearches as the State of Washington. It is expected that additional denominations will endorse the organization, as an agency of the church offering aid and comfort to needy

PRIENDS OF YOUTH was incorporated in February, 1971, under Washington state law, and is managed by elected trustees.

#### WHY IS FRIENDS OF YOUTH?

To be a friend so anene of the hundreds of girh and boys who appear as Juvenile Court
—150 each month in King County alone. The only crome of more than half is that they need love and understanding care, but too few may receive these blessings now because neivons and rehgious agencies are inadequate.

Many helplass children are detained with delinquisons for months, or left to shift for thereselves, and become delinquents.

# WHAT IS FRIENDS OF YOUTH ACTUALLY DOING

- L Finding private Procestant foster homes for boys and gith, without regard to race, color, or creed. These certified homes give children the Christian love and basic religious training which State institutions cannot provide. When nacessary, maintenance funda are provided by
- II. Driving children to and from doctors offices, chairs, sec, sthen no other transportation is available. Many hours or time, many gallons ad gasoline are donated (e.g., 1607 miles were driven in six months).
- III. Seriving for better legislation and more efficient Seare Services for children and youth.

#### EMERGENC ! BABY-SITTING MEASURES IN GRIFFIN HOME



Mr. and Mrs. Ward Griffin are bouse parents in a Group Poster Home for some boys, someored by PRIRNDS OF YOUTH.
These boys recently goes willing, if unprofessional, beby-sitting care to three anexpected young arrivals whose mother became sufficiely all while shair labor was in Koron. (Seattle P-I photo)

IV. The horne mentioned, at 10198 Lake Washington Drive S.E., Renton, is one of the group foster homes operated by Friends of Youth. Funds for Friends of Youth, and by cash donations. F. of Y. always plans expansion to care for more and more girls and boys of all ages. Your support is needed.

#### WHO ARE THE OFFICERS AND TRUSTEES (1955)?

PRESIDENT: Capt. Florence E. Ross, hend of Juvenile Division. King County Sheriff's Office, board member, Seattle-King County Council of Churches.

VICE-PRESIDENT: Forrest Snyder, King County Office, State Department of Public Assistance: Director of Music, University Baptist Church, Seattle

SECRETARY: Mins Virginia Lawrence of First Methodist

TREASURBE: Carl W. Moyer, Pacific Telephone and Telegraph Co., member of University Congregational Church, Seattle

ON THE BOARD OF 21 TRUSTRES are members of the following denominations: Baptist, Christian, Congre-Episcopal, Methodist, Presbyterian. Many more denominations are represented in the mem-

### HOW CAN YOU HELP?

- 1. JOIN Friends of Youth, Inc.
  Active Membership (open to all) Annual Dues \$ 5.00 Couple Membership, annual dues 5.00 Sustaining Membership, annual dues..... 25.00 Life Membership 100 00
- 2. ATTEND MEETINGS, the second Monday evening of each month. Place and speaker announced by mail to members, and in the public press
- 3. OFFER OR PROCURE a foster home, or one for temporary care. (Subsistance is paid.)
- 4. If you drive, inquire about joining the SPE-CIAL SERVICES TO CHILDREN Committee, or the FOSTER HOMES Committee. (See telephone and PO. Box number on Page 1.)
- 5. Join the LEGISLATIVE Committee and take an active part in local efforts to better our youth program.
- 6. FORM A GROUP in your church or club to work for F. of Y., and select a liaison member for the MEMBERSHIP Committee.
- 7. REQUEST A SPEAKER from the SPEAKERS' Committee for your church, civic group or club.
- 8. In lieu of memorial flowers, MAKE A LIVING MEMORIAL by a donation to Friends of Youth. Notification card will be sent to family.
- 9. REMEMBER FRIENDS OF YOUTH IN YOUR WILL

## MEMBERSHIP APPLICATION COURON

I wish to beco	me a (en)	member of
FRIENDS OF 10	UIN, INC., OND IT	TCIOSO ORRUGI GUOS OI
for	myself a	nd wife (or husband).
NAME (please p	rint)	
DATE OF THE PAR		
STREET ADDRESS		- ( )
CITY	ZOM	PHONE
	accollect by	
C		
CHURCH MEMBE	RSHIP, IF ANY	ris caunty has co

# SOME UNSOLICITED QUOTATIONS ABOUT FRIENDS OF YOUTH, INC.

In the SEATTLE TIMES, August 24, 1952, REV. ERLE HOWELL of First Methodist Church, Seattle, wrote: "Friends of Youth . . . already has justified itself in the eyes of other social agencies in the Northwest.

Born of the need to find foster homes for the hundreds of King County children whose parents cannot, or will not, give them proper care, the group not only has laid foundarayns for extensive service... but has a list of achievements to its credit that hodes well for the future."

From an editorial by NARD JONES, Editor, SEATTLE POST-INTELLIGENCER, February 15, 1954: "In passing out credit to groups which have been doing something about the juvenile problem for a long time, we must to forget Friends of Youth, Inc."

From a speech by JUDGE WM. G. LONG of KING COUNTY JUVENILE COURT, delivered in Plymouth Congregational Church, September 21, 1954: "I think one of the happiest experiences that I have had in almost twenty-one years of grappling with the problem of dependent and delinquent children in this county has come through the patient and doggedly attained success, up to this point, of this organization."

#### A BOY IS

Outside, a boy is grime and muss
With manners slightly rough.
He's sometimes surly, bitter, too,
And struggles to seem tough.

Inside, a boy is loneliness.

He stands with outstretched hands

For comfort, comradeship, and love—

And no one understands.

-Ruth Kent.

When this poem was published, the author endorsed the check received, to FRIENDS OF YOUTH

What can Hou give of TALENT, or TIME, or MONEY to aid our less fortunate children?

## SUGGESTED FORM OF BEQUEST

## FRIENDSHIP EXCHANGE COMMITTEE, INC. mmi

407 BROAD STREET BANK BUILDING

TRENTON. NEW JERSEY
September 14, 1959

Mr. Jamea A. Hoffa International Teamaters Union Washington, D.C.

Dear Mr. Hoffs:

The Friendship Exchange Committee wishes to congratulate the Teamaters Union in their effort to bring peace to a troubled world through their International Labor Program. This Committee feels that peace can only be attained by the average working peoples of the world exchanging their ideas and viewpoints.

It is not enough for the peoples of the world to allow politicians to dictate their lives. In past history, peace has never been achieved by rattlings of the sabres. We feel that our program offers the most immediate way to bring forth a mutual understanding between the Russian and American people. This Committee shall endeavor to support financially the exchanges of the first groups of people between the Russian and American nations to participate in this exchange program.

Your secretary informs me that you will not be in your office in Washington until Thursday. At that time, I shall contact you by telephone to describe in detail the plans of this Committee.

Yours very truly,

Trenton, New Jersey

Rudolph E. Boyance
Director of Public Relations
Friendship Exchange Committee
407 Broad Street Bank Building

REB: RB

Incorporated — Non-Profit — State of New Jersey

fromm, anthur (mrs)

January 31, 1956

Mr. Thosas R. Flynn, Chairean Eastern Conference of Teamstern 100 Iediana Avenue, N. W. Washington 1, D. C.

> Re: Atr fhom Mrs. Arthur Fromm 1914 Baccay Street Baltimore 23, Maryland

Dear Sir and Brother:

The anchomad photoetatic copy of a latter from the above-captioned individual is referred for your attention and appropriate action.

Fraternally yours

Robert L. Graham Assistant to the General President

RLG/alb Encl

PAGE THE OFFICE OF DAYE BECK, GENERAL PRESIDENT INTERNATIONAL BROTHERHOOD OF TEAMSTERN

P-2000

Jow Hym

1r. Dave Beck, Editor
The International Teamster,
25 Louisiana Avenue, N. w.
Washington 1, J. C.

Dear Sir;

As the wife of a Meamster T have easy access to your 'ublication each month. I read with interest that the "Over-the-Road & General Hauling Division" are Quote "tremendous strides" had been made and cited the New York-New Jersey uniform contract; the gains of nine locals in Philadelphia and eight n Eastern Pennsylvania and progress in New Instand. He spoke of bringing the Carolinas and Virginia into a uniform agreement." End of quote. I see no mention of Maryland at all and would like very much to know if possibly the following doesn't have some bearing on this State being left out. It seems to me that the Pajor Truckin : Companies here are one by one withdrawing their runs from Baltimore. Several of the Companies have done this, and now the Company my husband works for is trying to run from Richmond to Estatuore# Newark, Taking off 7 out of 11 Baltimore runs. What will happen to these men' If they can't get other jobs and drop out of the Union, then our Union will be gettein weaker so the others can get stronger and the Union as a whole will have no more members. At this point my husband's job is secure.

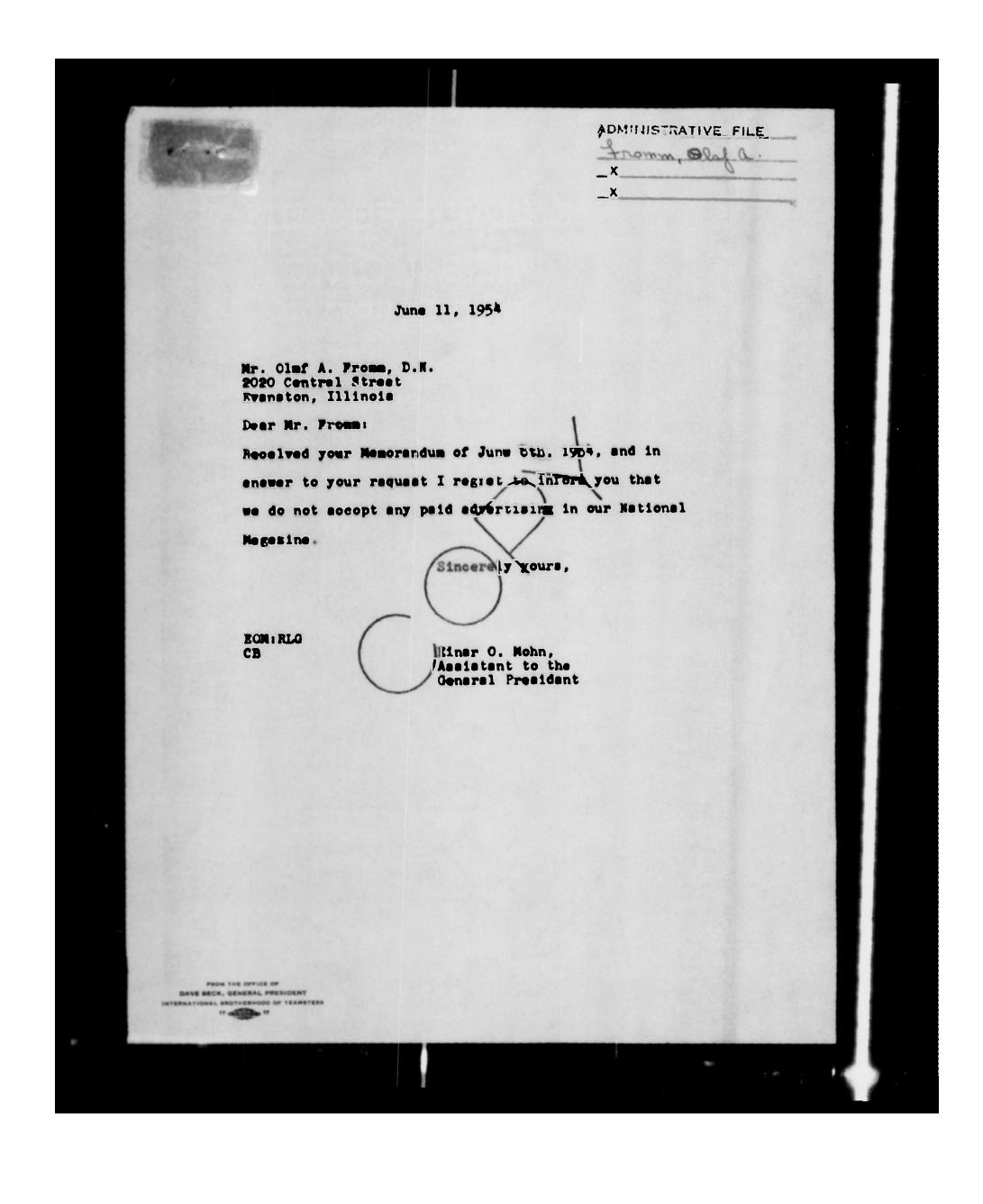
1914 Rai sav St.,
Raltimore, 23, 1d.
January 31, 1956.

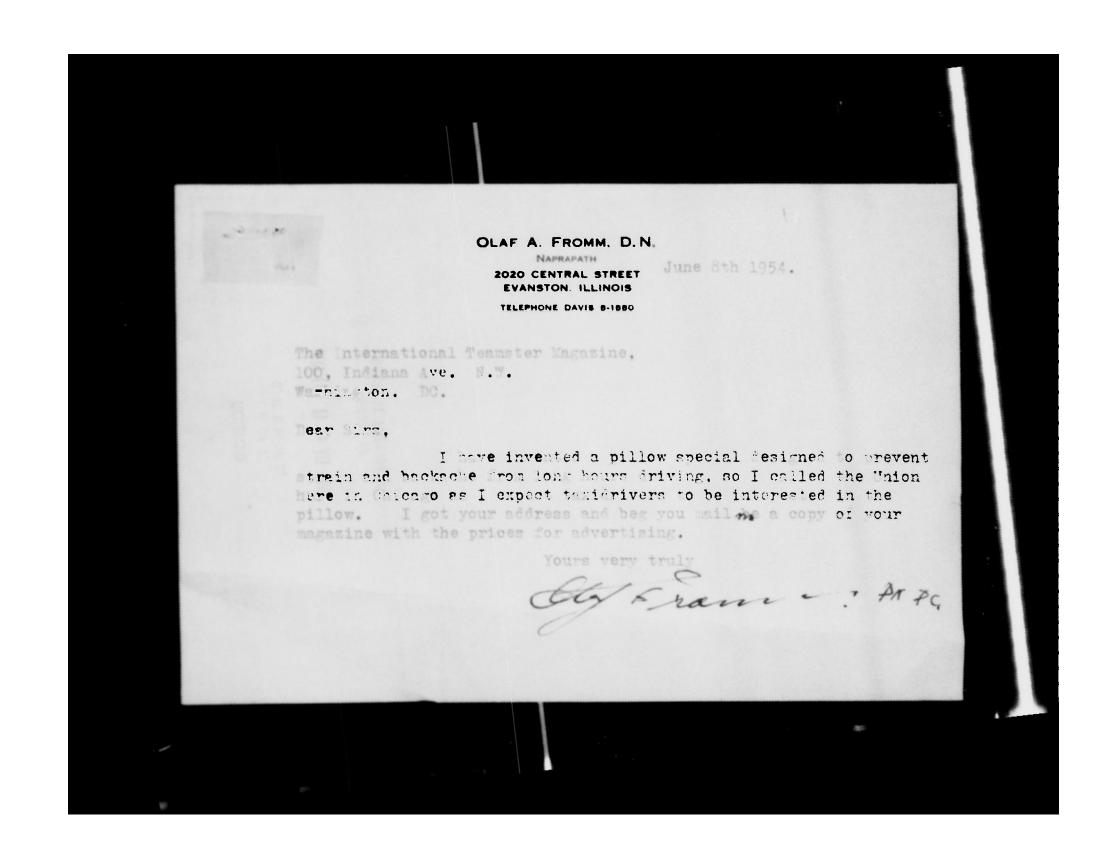
If however, this keeps up, how long will it be. I have always been under the impression that Baltimore had a very strong local and have been broud of the fact that my husband was one of its earlier members. He has been a member nearly 20 years and a Shop Steward for five or six. He has been very successful in Tenning Company-Employee relations on an even keel. I realize that the Rich ond Locals' rate of may is lower and the Commany feels they can save money, while frankly I don't believe they vill, but it worries me what will happen to our local eventually. Faybe I don't understand the situation correctly, but it appears to me that the Baltimore Privers are metting a bad deal. It is alright to but sen to work in Pichsoni, but if sen are but out of work in Baltimore, what has been accomplished? By husband discusses his problems, his job, and Union activities with me every day and this is not something I have dreamed un but a statement of incts as I see them.

Hoping you can take time out from your busy schedule to explain this for me, I

Sincerely yours,

Frs. Acthur From





PROVIDENCE (R. I.)
JOURNAL

Chr.: m. 58,758

# Judge Frost Is We Assalified for the Supreme Court

It is a personal tribute to Presiding Justice G. Frederick Frost of Superior Court that the assective committee of the Rhode Island Bar Association has issued an unusual and unanimous statement of support far his elevation to fill a vacancy on the Supreme Court

caney on the Supreme Court.
Sentiment aside, Judge Frost is emmently qualified by ability, judicious temperament and esperience to continue service to the people of Rhode Island on the highest beneh.

At 86, his mind is as clear as a bell. Lawyers consulting him in chambers or carrying their cases to trial before him attent almost to the mon of his mental faculty for cutting away legal anarla and saposing basic issues of a controversy with

speod, pression and charity
Handing down a popular decision just because it is popular is not tho mark of a judicial mind, nor is it in Judge Front's nature to do so. This was shown recently in his denial of the petition of a teameters' union

ar for an apairming of union
The judge said the truck
driver had not taken every avenue
open so him within the union to get
the eccounting. The judge's record
is neither pro-union nor anti-union;
it is a record of etrict adherence to
legal principles and the truth

legal principles and the truth.

On this score of experience, no man is better qualified for the honor of manufacturing on the Supreme Court. To this day, he carries his share of Superior Court trials and hearings pratty much as he has done during each of his 27 years on the Superior Court—a career in which

the opportunity of writing opinions that would become the law of the state as well as a memorial to the man. A lawyer would be less a lawyer ,if he lacked these aspirations.

The Supreme Court caused by the death of Justice Harold A. Andrews will Slied by both General Assembly branches aitting together in Grand Commit tee. The Assemblymen would distinguish themselvas by electing udge Frost, who would be honored by the election. But most important of all, Rhode Island would get another top-notch judge on its highest court.

Judge G. Frederick

has presided over all sorts of cases: criminal, divorce, jury trial and equity. In 1986 alone, he wrote 95 decisions.

But besides carrying a load that would be heavy for the average udge. Judge Froat has the extended duties of a presiding justice and of the first administrative judge in state history who works with district court judges to achieve uniform procedures m the lower courte. In this sense, Judge Froat has not one job but three jobs, each of which is done well.

which is done well.

His friends believe that Judge Frost would like to cap his career with service on the Supreme Court.

Such an elevation would give has

ADMINISTRATIVE FILE.

May 29. 1959

Mr. Johe E. Frost 1900 South 9th Street Terre Haute, Indiana

Dear Mr. Frost:

Thank yoo for your letter of May 27th.

I coocur with your comments. However, our jurisdiction is limited and does not inclus the nursing profession.

We are, therefore, unable at this time to be of assistance to you on your request.

Very truly yours,

James R. Hoffa General President

JRH/yk

1 16

May 27, 1959

Mr. was as Hoffa ashington D.C.

Dear Wr. Moffa:

For many years now I have watched your organization with interest even the I do not belong to your union.

My question is this; when a person doesn't belong to any union but is very dissatisfied with the conditions where it they turn?

Wy wife is a Registered Nurse which is not organized. The has been in the profession for three years now. In theat time I don't think she has had a raise in pay of over a \$1.00 but has assumed much more responsibility.

The toing that makes the situation much poorer is the fact that she after three years is making only \$1.78 per hour!

The laborer in our town cleaning the city streets is making at least 22.00 on hour with no experience.

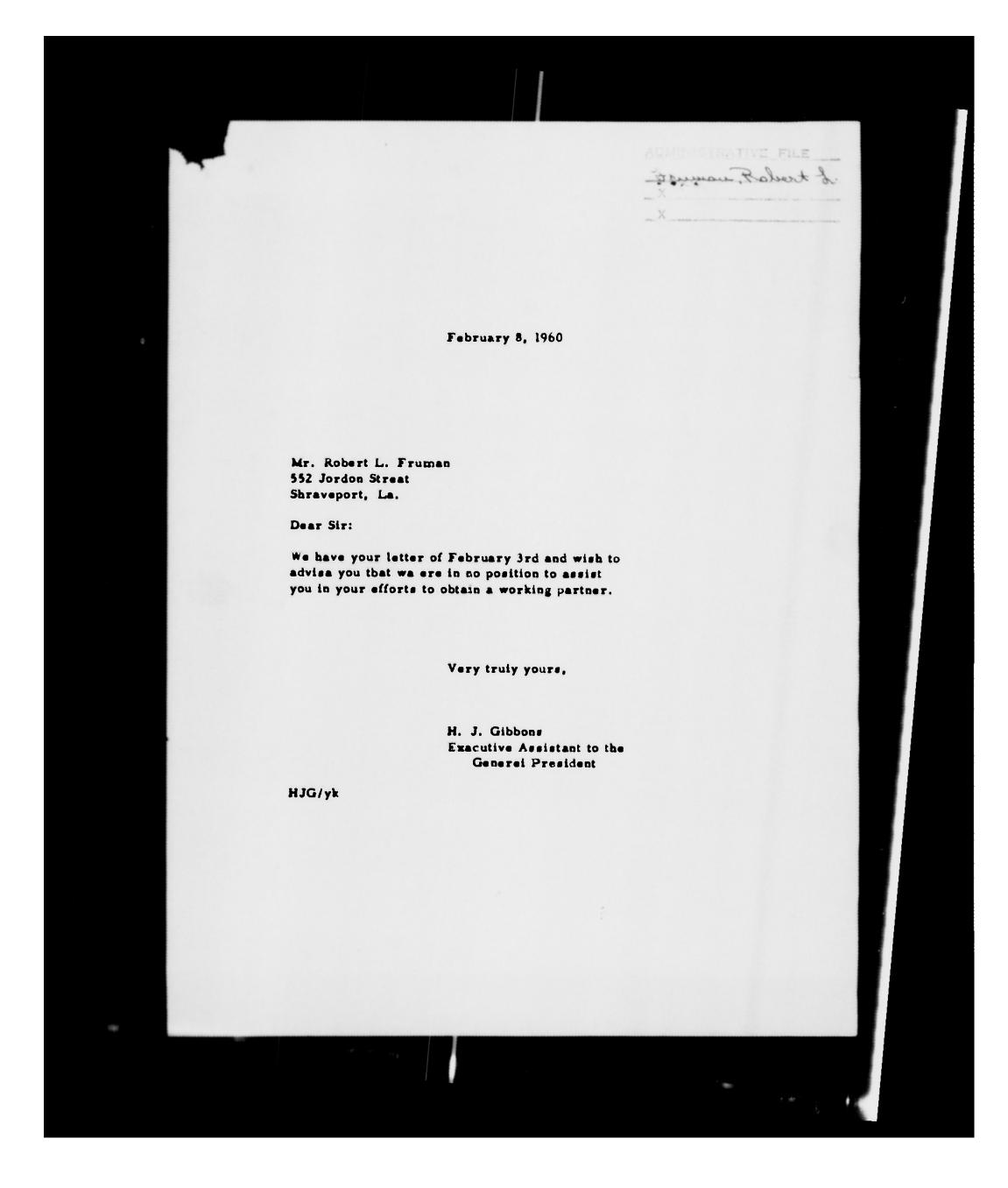
I guess the thing that really out to finishing touch to the whole stinken deal has en last night. My wife realized that the didn't set a raise at all last Christmas but she waited and waited the cast five months expecting to see the extra coney which never came. Finally she went to the Personnel Tection at our hespital and was told she would expect the extra money in her next cay.

My wife said, "naturally, I can expect to set paid for the five months raise money too, can't I" The personnel woman said no! The sot her raise starting this month only!

Now if this profession doesn't need a person like yourself to organize them I don't know who does. Many of the nurses belong to an outfit named the American Nurses Association which changes them [25.00 a year but won't help in any way.

My wife finally ouit them when she realized that they were of no use to her. (The only thing they ever gave her in a schoole for coming meeting which didn't do a dann thing but serve tea)

I would appreciate your comments on this situation as it needs attention.



Shrepport La.

The James Hoffer, 
Os of May 1960 I have concined,

I have invented improvements in Auto Motivo

Leholes Thucks, it will prove 15 to 25% more

efficient, 25 to 40% safer, there will be less

accidents less deaths.

It will create a new industry min factories

Looking for some one to sivel mith me as an actic working pardner. Thank you,
Pobert L. Fruman. 552 Jordon St. Shrereport.

February 25, 1963 Mr. E. J. Frye, Jr. 327 Ritner Street Philadelphia 48, Penna. Dear Mr. Frya: Your letter of February 18th, addressed to President Hoffe, has been referred to me for enswer. The question of whether or not you are entitied to severance pay in addition to sick benefits depends entirely on the terms of your contract. Inasmuch as I don't have a copy of your contract to examine, it is impossible for me to give you an answer. I would assume, however, that since both your local union and the company are in agreement that you have used up ail types of benefits available to you that this is probably the correct answer. Fraternally, H. J. Gibbons **Executive Assistant** to the General President HJG/mc

El J. Try J. B27 Rilner St. Phila. 48, Pa. Le 18, 1963 Dear Sir I am writing this letter to ask advice on a matter of great injulance to me Feeling that you can answer my questions I would greatly appreciate as reply if it is not inconvenint to you. during the part months made an earnest attempt to represent the men of Western Electric Installation, I feel that you have made an intensive study of the C. W. a. contract and the benifits that the employee is entitled to. I and employed by the above mentioned Co. from Jeh 2, 1952 to may 27, 1962, over tem years service. years service my performance sichners, attendance, and lateress record was for below par, and was nothing to be proud of. a Thysical handicays saused by polio in 1945 also lindered my caj-

abilities but I had her haid with this in Co. hnowledge all their, together with getting off on the and staying there for ten years did me no good. This is all peliminary to my request for information. D.w we water money 4 1961 & Came under mental strains caused by problems at leave, and on the fole. Pliese strains became so great that I fouled us the fol that & was doing and I even trud to bed The foul up. One nite it became too much for me I left work in the middle of a shift without This was in the middle of now 1961 I went to a doctor, and leis diagnosis was acute mental and physicall exhaustion plus over weight. These conditions were eared somewhat by the end of Dec. the Redical Dest I hecame ill again this time with preunonice this earned all good that had been

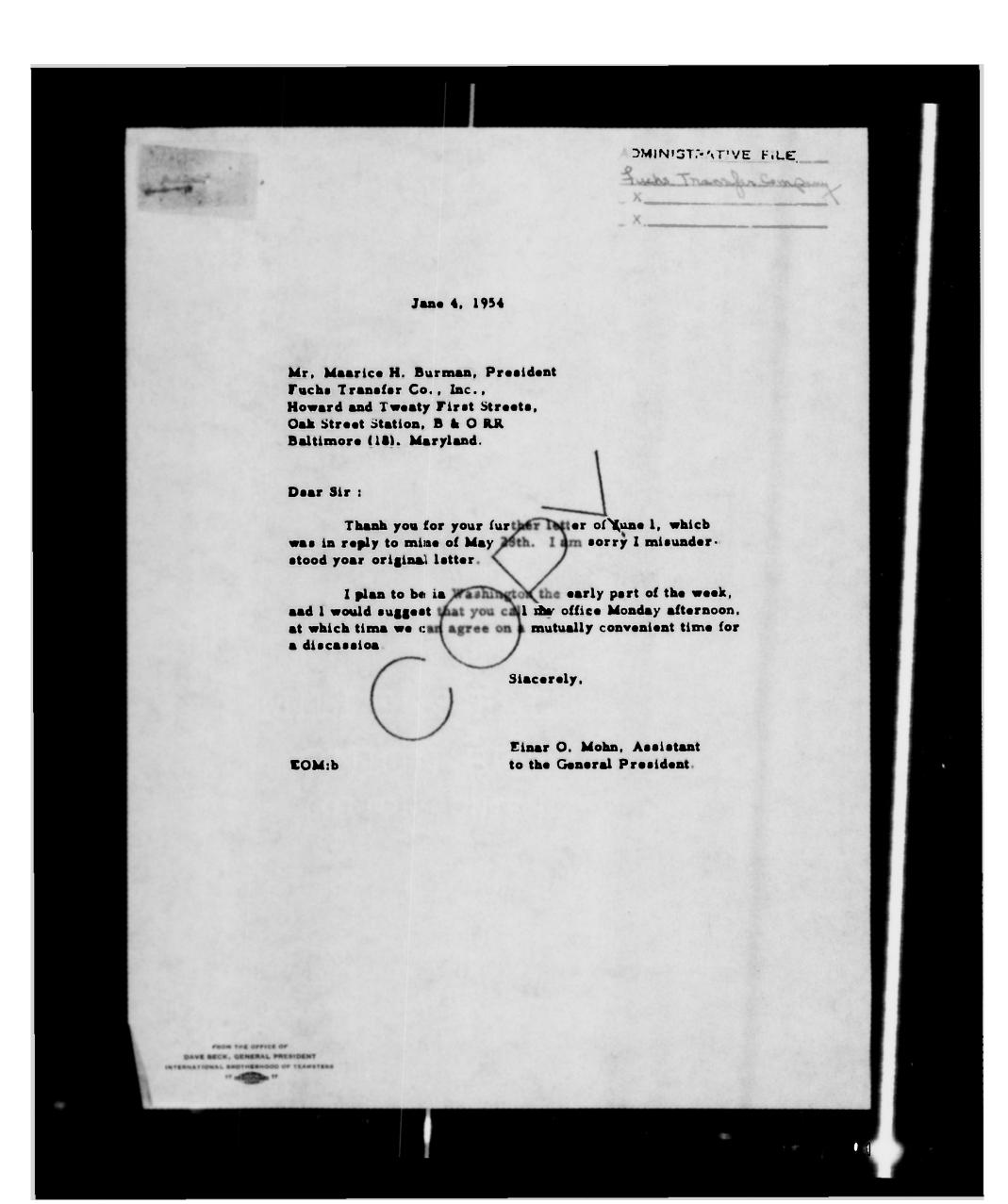
dine for me. By the end of may my sickness benefits had hen but but with the doctors advice I was not able to return to work yet, at this time I was informed by my supervisor that I was to be dropped from the Co ralls, and if I did come I was to be fired because of work, sectiones and attendance records. I therefore sugged a said given to me. by line, a believe this and fretained to my tools and Co. fass, also at their time I asked him of I was entitle! to severence pay, he said I was not at all my benifits were used up, also when I called the win President for a union withdrawol coul which I received, I asked him the same question and his answer was there is nothing that can be done now I have always been under the impression that severence benifits different items. The fact remains that I was layed off the term being

connected with employment." I received unemployment compensation to the full extent and length of paynets I may not have descend, but at that time was I entitled to such severence pay?

I know you are hosy and bone many responsibilities but I would appreciate if you do not have the time to arrive personally, if you would pass this on to some one who might enlighter me.

There you and good face in your Endevois

E. J. Erne J.



Paper Products-Glassware-Furniture Food Soutts

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by the Hour, Day, Week or Contract



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Equipped To Handle

50 Ton Crane At Our Siding

Insured Carriers

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HOWARD AND TWENTY-FIRST STREETS DAE BYBKET BYATION - B. A D. R. R. BALTIMORE 18. MARYLAND

HDPKINS 7-6498

June 1, 1954.

Mr. Einsr O. Mohn, Ass't to the General President, International Brotherhood of Teamstere, Chauffaurs, Warehousemen & Helpers of Americs, 100 Indiana Avenue, N.W., Washington 1, D. C.

Dear Mr. Mohn:

Referring to your letter of May 28th, 1954, in raply to our letter of May 24th, addressed to Mr. Dave Beck and a copy forwarded to you.

You have misinterpeted our latter. We do not want the International Brotherhood to loan our company money, but rather aid us in securing s Government loan.

Our problem, naturally, is of utmost importance to us and if we could only have a few short minuets of your time to explain to you how the International Brotherhood could help us it would be greatly appreciated.

This project has the blessings of Mr. George Willinger and he has promised every cooperation.

Thank you very much for your consideration.

Very truly yours,

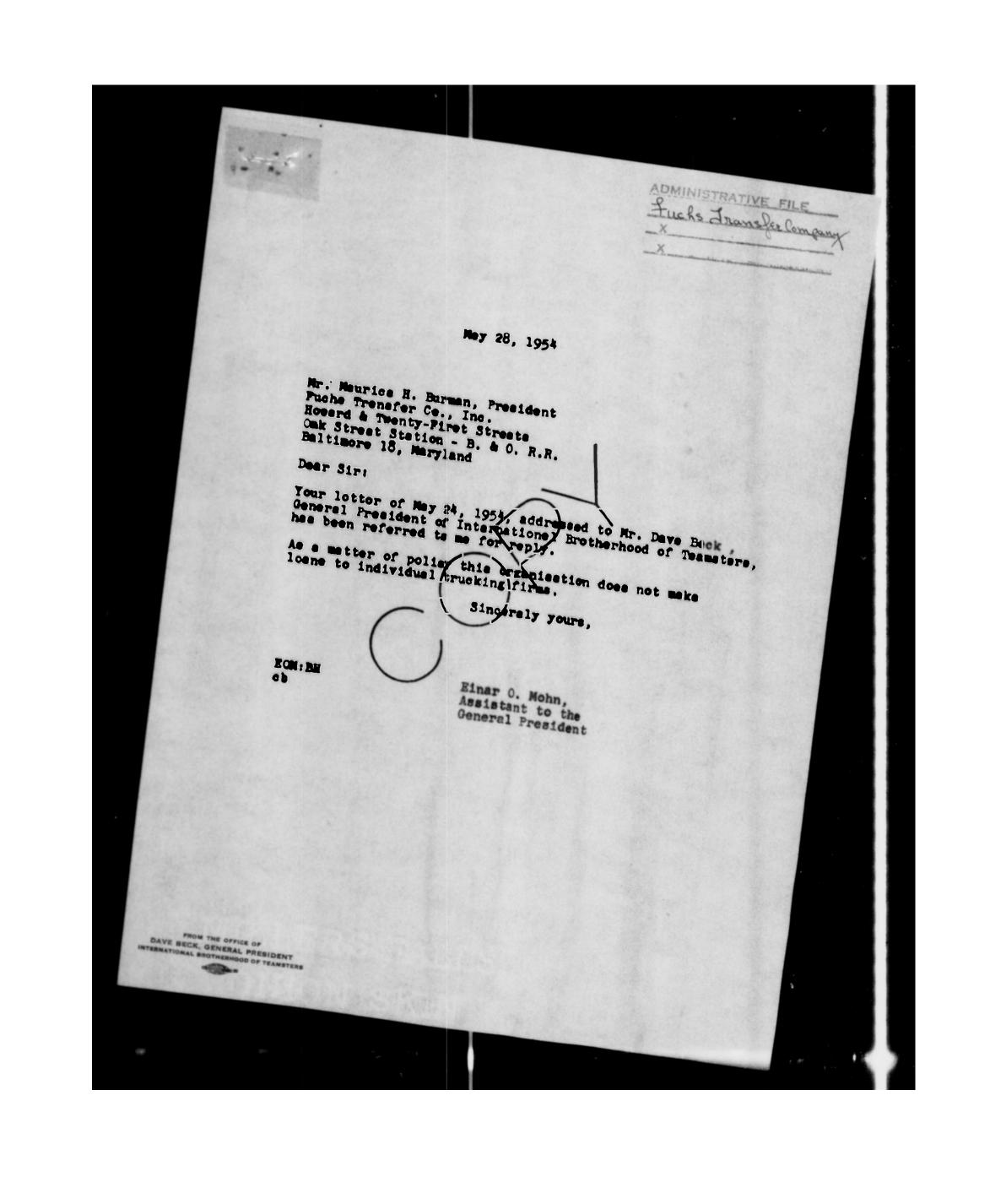
FUCHS TRANSFER COLPANY INC.

Maurice H. Burman, President.

MHB/el



BERVING THE PORT OF BALTIMORE



Pool Car Distributors

Paper Products-Glassware-Furniture Food Stuffs

Trucks For Hire by the Hour, Day, Week or Contract **FUCHS**TRUSTRUS

Equipped To Handle
Heavy Shipments
50 Ton Crane At Our Siding

Insured Carriers
Licensed to Haul Alcoholic Beverages

Licensed to H

(0)

HOWARD AND TWENTY-FIRST STREETS DAK RYREST REATION - R. & D. R. R. SALTIMOSE 18, MARYLAND

HOPKINS 7-6498

Маy 24, 1954**.** 

Mr. D. Beek, 100 Indiana Avenue, N.W., Washington, D. C.

Dear Mr. Beck:

Following up a convergetion I had with the President of the Beltiaore Local #557, your Mr. George Willinger, it was suggested that I contact the International in regard to our problem.

Our problem like many trucking firms today is money.

We have an unique method of refinancing through a government loan and the SBA Administration in which you would play a very important part in helping us escure this loan, with little or no risk involved for the International Counsel. This monay sould represent a refinancing of our company and would put our business on a solid basis which we would like to have done very bedly.

Mr. Willinger has been acet cooperative and he knows that this company has come a long way in the few years I have comed it. We on March let of this year, opened in Washington and between our Baltimore company and Washington company, by the end of the year, should have 100 union men employed. Most of the business that our company has secured in recent months has been business that did not exist before and has been greated business.

We would like en interview et your earliest convenience. Your consideration will be very greatly appreciated.

Vary truly yours,

FUCHS TRANSFER COMPANY INC.

Mourice H. Burman,
President.

188501

SERVINO THE PORT OF BALTIMORE



# Teamsters Pension Trust Fund

of Philadelphia and Vicinity

414 NORTH FRONT STREET . PHILADELPHIA 23. PENNSYLVANIA . WALNUT 5-2220

NUON F. GANNON BICHARD W. CUTAIAR

Administrator
CHARLES J. SCHAFFER, JR.

Union Trustees
RAYMOND COHEN
PETER P. SCHULTZ

June 5,1963

ADMINISTRATIVE FILE

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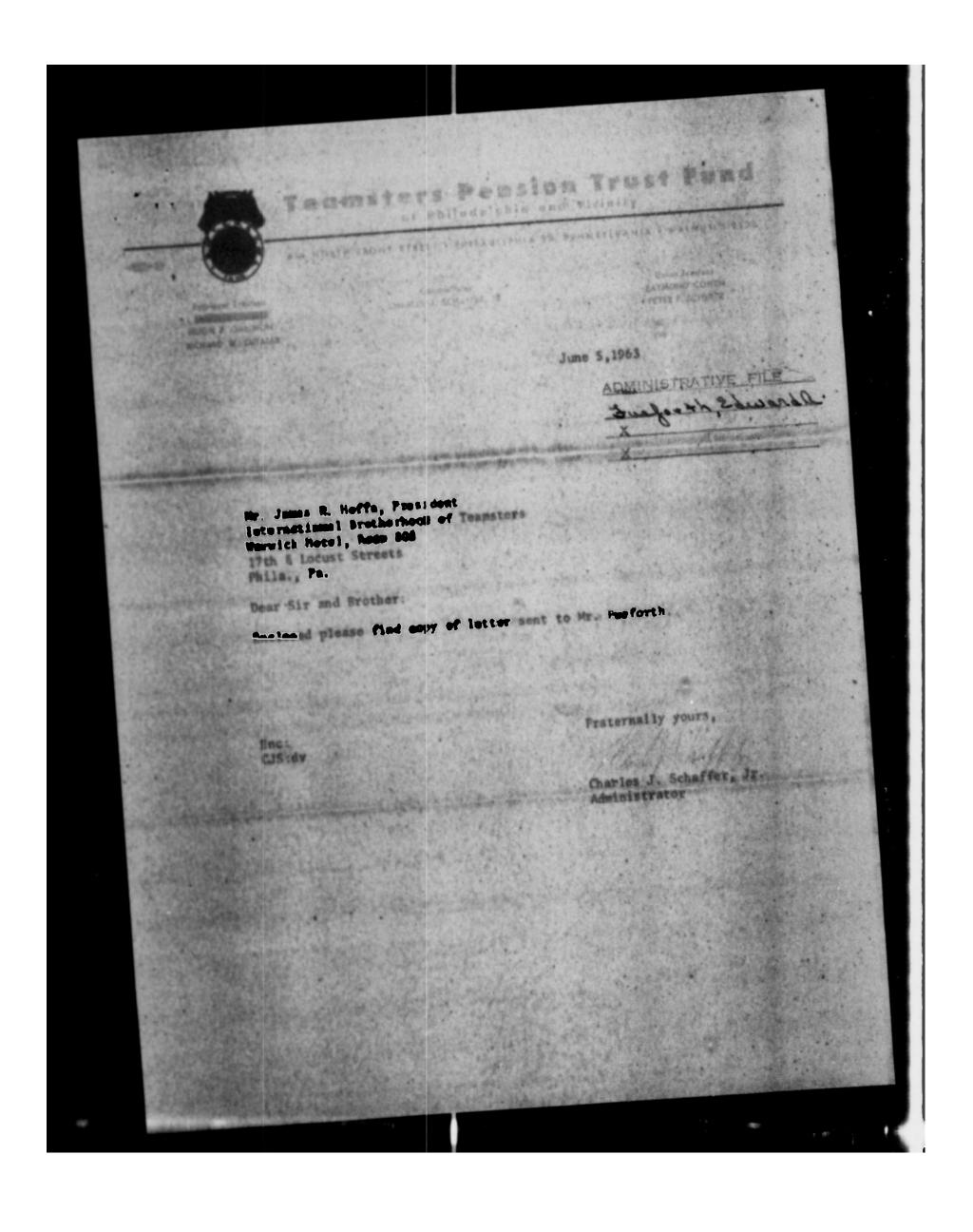
Mr. James P. Hoffa, President International Brotherhood of Teamsters Warwick Hotel, Room 808 17th & Locust Streets Phila., Fa.

Dear Sir and Brother:

Inclosed please find copy of letter sent to Mr. Fueforth.

Enc: CJS:dv Friternally yours,

Charles J. School Administrator



June 5,1963

Mr. Edward A Fueforth 761 Hacel Avenue Ardaley, Pa.

Dear Sir:

le reference to your latter of Mey 5,1963, in accordance with our aligibility for disability retirement banefits an employee must be:

- 1. who is wholly disabled as determined by the Trustees by hodily injury or disease and will be permanently, continuously and wholly pravented thereby for life from engaging in any occupation and perforeing any work for wage or profit; and 2. who has completed at least 15 years of (ontinuous Service; and
- 3, who has had a total of at least 200 Covered Days in the period of 16 calandar conths invedistely preceding the date of disability.

In accordance with your letter you are working, therefore under I above wee are not eligible for a disability retirement benefit.

During 1959 our age for a Normal retirement was 65 years and your date of birth as per union card was July 8,1913, therefore you are not eligible for a Normal retirement.

If there is anything also that I can answer for you, please feel free to contact ee.

very truly yours,

Charles J. Schaffer, Jr. Administrator

CJS 1dv

Mr. Edward A Postorch 761 Hessel Areson Arduley, Po.

Dear Sire

In reference to your letter of May 5,1963, in accordance with our eligibility for disability retirement benefits an employee must be:

- 1. who is wholly disabled as determined by the Trustees by bedily injury or disease and will be persentently, continuously and wholly prevented thereby for life from angaging in any occupation and performing any work for wase or profits and
- work for wage or profit; and

  2. who has completed at least 15 years of Continuous
  fervice; and

  3. who has had a total of at least 200 Covered Days in
  the period of 16 extender nonths immediately proceding
  the date of disability.

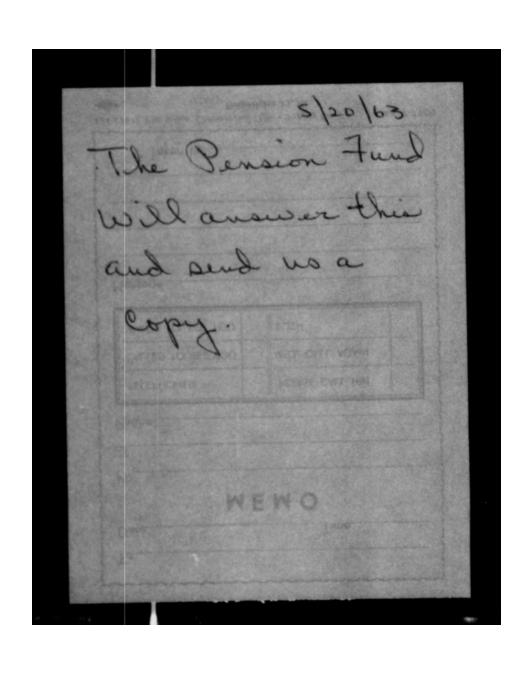
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very truly yours,

Charles J. Schaffer, Jr. Administrator



COPY HOUSEHOLD EXPRESS AGENCY, INC. 323 Geary St., San Francisco, Calif. 5th May 1963 Mr. Schaffer Teamsters Health & welfare Phila., Penna. Dear Sir: I have been referred to you on this day, as per my phone conversation with Miss Wesmey of Mr. James R. Hoffa's office. The fact in my case is I'm trying to get a little pension to supplement my income. I was a Team-Eter from 1936-1959 when, thru no fault of my own, I was forced to take out a withdrawal card. Since I was about 14 years of age, I've worked in all phases of the moving and storage business, both local and long distance. In 1949 while working in a storage house I fell down an elevator shaft (28 feet) that someone left the doors open, and moved the car, without given any notice. I landed on my rear end and broke my back in two different places. After 4 months of trying to keep the wolf from our door (on \$35.00 a week compensation) I was tack lugging furniture and driving the vans again, trying to keep our home together and paying back bills that had accumulated. Then in 1957 my back gave out again, this time while in the process of moving a sofa bed (400 lbs) down from a 2nd floor. I was in the hospital this time 3 weeks, and another 3 weeks at nome. The compensation had gone up to \$40.00 a week, but so had living expenses. The doctor in the hospital that treated me is known in the country over as a back specialist, and he told me not to try the same job again. But driving trucks was my life. I knew nothing else. So back I went on the vans again until March, 1959 when the pain got so bad I couldn't stand it any longer. I went back to Dr. Bell in the Abington, Pa. Hospital that had treated me before, and he told me if I continue to lug furniture or drive those large vans I would wind up a cripple for life. I don't know what was the greatest shock in my life, having him tell me that or when I had to take out a withdrawal card from the Teamsters. I'm now working for a freight company as a dock foreman, the hours are killing me, on my feet 10-2 hours a day, plus every other Saturday, if the Teamsters rate prevailed in my payI'd be getting double what is now paid me. When I get home some nights after 10-2 hours walking these docks, my back aches so bad I throw myself across the bed and cry from pain.

### Page #2

I've worn a brace for the past 4 years, night and day, they last about 6 months and then have to be replaced. We now have 3 shildren to think of also - 2 boys 6 and 10 and our daughter is 13. I know I'm half dead but can't get accial accurity due to the fact I can still get around and I'm only 50 years of age. I do know that if I did have a little aomething (pension) to depend on each month, life would be more pleasant for me, and my family. And the fact of being a Teamster for 23 years has not been in vain.

If you should want any records of statements from the doctors that treated me, I'd be happy to oblige.

Thanking you in advance for anything you can do to help me, I am

Very sincerely yours,

s/Edward A. Fulforth, 761 Hamel Avenue, Ardsley, Pennsylvania.

CC: Mr. James R. Hoffa.

HOUSEHOLD EXPRESS AGENCY, INC. 323 Oaary St., San Francisco, Calif.

5th Mey 1963

Mr. Schaffer Taamstars Haalth & Weifarw Phila., Panna.

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Vary sincarely yours,

e/Edward A. Fulforth, 761 Hamel Avanua, Ardelay, Panneylvania.

CC: Mr. Jemes R. Hoffs.

HOUSEHOLD EXPRESS AGENCY, INC. 323 Geary St., San Francisco, Calif.

5th May 1963

Mr. Schaffer Teamsters Haalth & Welfare Phila., Penna.

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## Page 12

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Very aincerely yours,

s/Edward A. Pulforth, 761 Hamel Avenue, Ardsley, Pennsylvanie.

CC: Mr. James R. Hoffa.



Mr Schaffer 323 Geary Street San Francisco, California

Sutter 1-0131

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Famely 1963

Phila., Pa.

per Sir I here been referred to you on this day, as

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"MOVE FOR LESS - VIA HOUSEHOLD EXPRESS" IN YOUR DWN PRIVATE VAN

HOUSEFUL EXPRESS AGENCY, Inc.

323 Geary Street San Francisco, Californio

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HOUSEWOLD EXPRESS AGE CY,

323 Geory Street Son Francisco, California I went back to Dr SUMP 10131 in the abrugton Pa Hospital that had treated me before, and he told me, if I continue to buy furniture or drive those large wans I would up a criffle for life. I don't know what was the greatest skock in my life, having him tell me that or when I had to take out a cirthdrawal card from the Leamoters! Im now working for a freight co. as a dock foreman, the hours are killing me, on my feet 101/2 hours a day plus every other saturday, if the Teamsters nate prevailed on my pay I'd be getting dontte what is now paid me when I get home some nights after 10'2 this walking these docks, my back askes so bad I throw muself across the bed and endly "MOVE FOE LESS - VIA HOUSEHOLD EXPRESS" IN YOUR OWN PRIVATE VAN HOME TO HOME-WITH NO REHANDLING ENROUTE

HOUSEIDLE EXPLESS REICY, Inc.

323 Geory Street Son Francis Control

San Francisco, California The worn a brace for the fact 4 years, night SUtter 1-0131 and day, they last about 6 months and then have to be replaced. We now have 3 children to think of also 2 - boys ages 6 and 10 and our daughter is 13. I know Im half dead but can't get sound Security due to the fact I can still get around and Im only 50 years of age. I do know that if I did have a little something (pension) to defend on each month life would be more pleasant for me, and my family. and the fact of being a learnater for 23 years has nor veen in vair. If your should want any records of statements from the sloctors that treated me, Id be happy to oblige. Thanking you in advance, for anything you can do to help me Dam Very Sincirly yours

"MOVE FOR LESS-VIA HOUSEHOLD EXPRESS" IN YOUR OWN PRIVATE VAN

The James R Hoffa.

"MOVE FOR LESS-VIA HOUSEHOLD EXPRESS" IN YOUR OWN PRIVATE VAN

Juhren, Walter March 5, 1954 Mr. Simon Wampold 552 Denny Way Seattle 9, Washington Dear Si: Enclosed find a photostate of a letter from Walter Fuhrer. Seehow, I do not recall this fellow sufficiently well to reply to his letter in the manner in which he address me. Will you see what you can learn about him an his activities and call this to my attention upon my return and I will write to him from Seattle. Kiadest | [ards. Sincerely yours, DB:aw enc. PROM THE OFFICE OF DAVE BECK, GENERAL PRESIDENT INTERNATIONAL ENGTHERHOOD OF TEAMSTERS

February 25, 1954

Yr. Dave Beck President Teamsters International Washington, D. C.

#### Pear Pave:

Last fall. I severed my connections in Portland and the Northwest and temporarily established headquarters here at Pryn Marr. For the mas two years I have wanted to do this for several reasons, personal among others, and because our daughter is in attendance at the college here.

I seek to establish myself in activities similiar to those engaged in in Seattle, Portland and San Francisco: labor, industrial, personnel, legislative, but not necessarily confined to these as I believe I could render good accounts in customer and consumer relations.

Being a complete stranger to the East coast, it takes a bit of time to make contacts. I had a crack at the position of Secretary to the New York Baking Industry; the selection committee narrowed the field to include a New York attorney and myself. They chose the attorney on the position the Industry did not want a full time secretary, as has been the case in the past, but an attorney on call whenever necessary. The minority of the committe voted, I believe, for full time secretary on the premise that the interests of the Industry is a year-around job. It was diplomatically suggested to me that I contact you to seek your aid in the matter; that of course was out of the question, not that I would not welcome your aid, but there is a proper time and place for everything.

I just wrote a letter to Milcom McLean of the McLean Trucking Co. of "inster-Salem, N. C. who I understand is going to sea with his trucking fleet. I don't know the man, don't know anything about his operations, don't know if he needs any assistance in his new fifty million dollar venture, but if he does, I am certainly receptive to any proposition on his part. I believe my background and experience in marine and shipping together with experience in the human relations could be of some use and benefit to him.

You are, of course, familiar with his operations as you are with all other trucking operations. I told him of our acquaintanceship in Seattle, and of the assistance, advice and moral encouragement, in the battles at the Salmon Industry. He may contact you, and if he does, I shall appreciate a fair and forthright statement in my behalf. If this does not pan out, I shall also appreciate information or knowledge of others who might be in need of my services - sometimes I find out about a good thing just a little too late. Please bear in mind that I shall not ride into any position on your coat-tails, nor shall I prostitute our friendship - I get it on my own merits or not at all, but it helps to kick the door open. Best regards and good luck.

637 Montgomery Avenue Bryn Mawr, Penna. Walter Fuhrer

INTERNATIONAL BROTHERHOOD OF TEAMSTERS CHAUFFEURS . WAREHOUSEMEN & HELPERS OF AMERICA MAIN AND PHINCIPAL OFFICE, 2801 TRUMBULL AVENUE, DETROIT 16. MICHIGAN . FRANK FITZSIMMONS . INTERNATIONAL VICE PRESIDENT August 30, 1963 2741 TRUMBULL AVENUE DETROIT 14 MICHIGAN Mr. James R. Hoffa, General President International Brotherhood of Teamsters 25 Louisiana Avenue, N. W. Washington 1, D. C. Dear Sir and Brother: In reference to your correspondence of August 23, 1963, in reference to the request from Alfred C. Fuller, enclosed please find copy of my letter to Mr. Fuller as well as a copy of my letter to Lloyd C. McKim. Upon receipt of additional information, I will advise you . Thanking you, I remain Fraternally yours, Frank E. Fitzsimmons Vice-President FEF/ec Enclosures

August 30, 1963

. . .

Mr. Alfred C. Fulier. 3114 Hughes Road Lansing, Michigan 48910

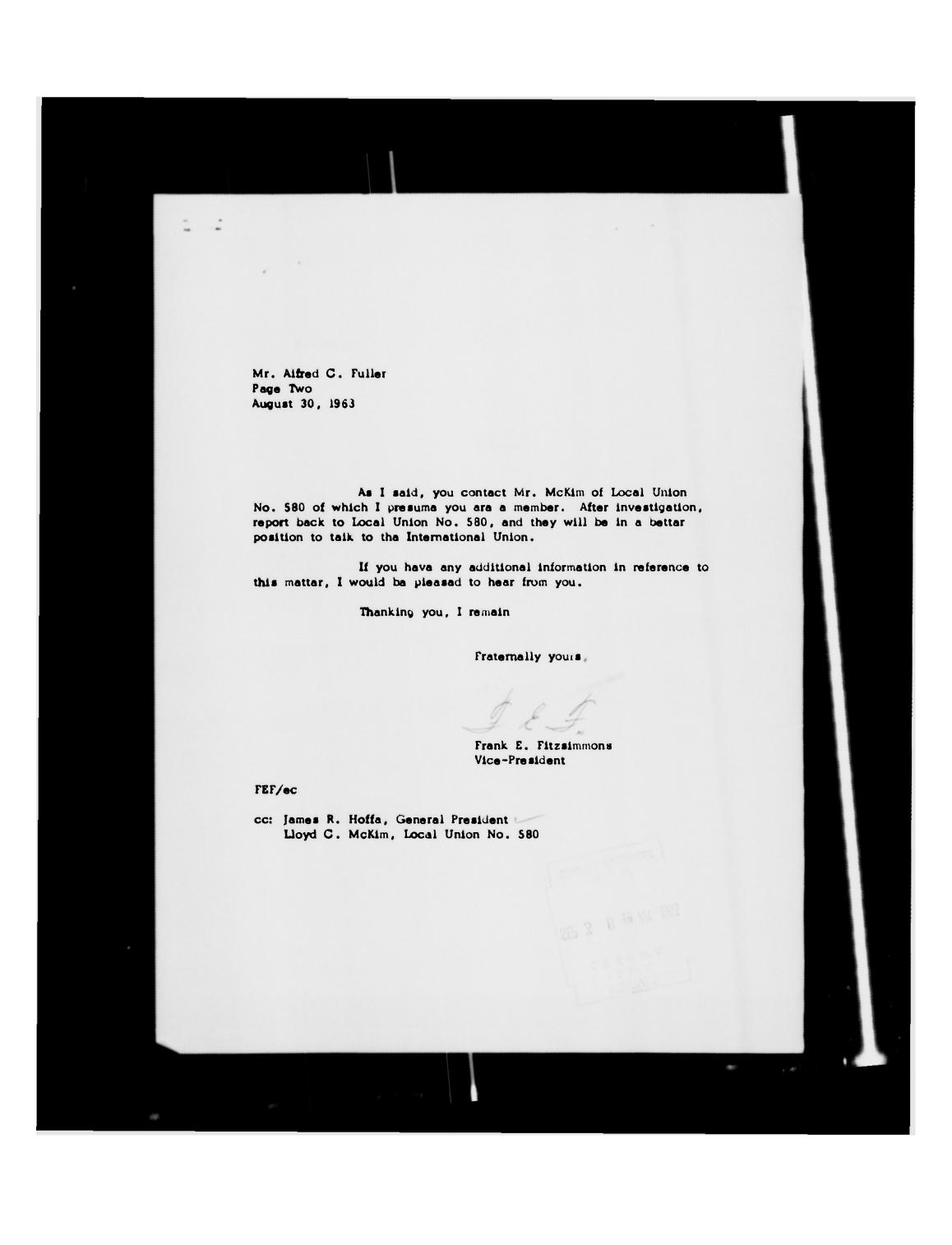
Dear Mr. Puller:

In reference to your correspondence directed to President Hoffe of the Teameters Union deted August 20, 1963, please be advised that he has asked me to get into this matter, end here I am.

I am going to rafer this letter to Mr. Lloyd C. McKim of Local Union No. 580, Lansing, Michigan. I would saggest that you call him, and I am going to suggest that he contect you.

In reference to your second inquiry, it would be impossible for us to consider a second mortgage or any loan due to the fact that the money that we handle in this degree is the Union's money, and we at all times are charged with a responsibility of having clear, conc se collateral if and when we make any loans whatsoever.

However, I must say at this time that what you ask is something that is completely out of our program. Be that as it may, if there is anything we can do to help you in your problem, we will be giad to do it after full investigation,



August 30, 1963

Mr. Lloyd C. McKim, President Teamsters' Local Union No. 580 1202 S. Washington Avenue Lensing 10, Michigan

Dear Sir and Brother:

Enclosed please find copy of letter from one of your mambers, Alfred C. Fuller. Also, enclosed please find copy of my letter to him.

As you can see, this correspondance came from the International Union. I would appreciate it if you would get into this matter, and make a full report back to me so that I may report to the International Union. Please keep me advised.

Thanking you, I remain

Fraternally yours,

Frank E. Fitzsimmons Vice-President

FEP/ec

oc: James R. Hoffa, General President

Encloauras

ALLINE PATIVE FILE

August 23, 1963

Mr. Frank E. Fitzsimmons, Vice President International Brotherhood of Teamsters 2741 Trumbull Avenue Detroit 16, Michigan

Dear Sir and Brother:

Enclosed is a copy of a self-explanatory letter, dated August 20, 1963, from Alfred C. Fuller.

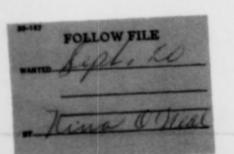
Please acknowledge this letter and advise this sember as to what, if anything, can be done to alleviate his problems. This office would appreciate a copy of your reply for our files.

With best wishes,

Fraternally yours,

James R. Hoffa General President

JRH: no'n Enclosure LNS



August 20, 1963 Lancing Michigan Dear fim I will make this as short as possible and yet come to the Boinh The season I need it is because I have a Wife that is real such. What it is, All tell you in a short form It keeps getting worse and coal more money and I have none left to pay other bills with. This a disease that has Baralized histrom Waish down of which she is handicapped at all times not being able to get in andout of bed without help of which cost me estra money for someone to be with her constantly Having hed to got hava Hospital bed last spring in order to for her elevated when needed at times of terrific pains on peasing out spells. and not being able to got out of bed she also has to have a wheel chair as she is not able to walk atany time. I heard you say over t. V. that you help beople especially members and you are my last Chance,

All other services have turned medown and have been I have tried all other service and have been turned down for their one reason.

There a good for and som not a drunkered Ill need 13,000 of if you can take a second martage, Illpay 80 % of a month and I have my our insurance and am takes exampt.

My House was appraised at 19000%, believe let me know real soon if you can as I need a nonow we do I can keep my home, as I got it fixed with a namps set can get my wife out of the house and into the suns him when her health permits to please if you can help anow whom by mail as to kont.

S. S. Swell oay 6% Interest.

Alfiel C Puller 3/14 Haghs Rd

Lavaing Mich 48910

Show To 21301 ofts 8,00 PM

ADMINISTRATIVE FILE CE September 17, 1963 Mr. Samuel Fuller 1826 Canyon Drive Hollywood 28, California Under separate cover we are sending you a Dear Mr. Fuller: copy of the National Freight Study as promised. very truly yours, with best wishes, James R. Hoffa General President JRH: so \* n Lastern Conference requested to mail copy noted above 3.0.71.

Sunderhur Vince \*Cook Count Dept. # Public Health

June 13, 1963

Mr. John R. Elbert, Public Health Advisor Cooh Country Dept. of Public Health 329 South Wood Street Chicago 12, Illinois

Dear Sir:

We are in receipt of your letter dated
June 12, 1963 asking this office to assist you in locating
Mr. Vince Funderburg.

We regret that we are unable to do so for the reason that this office does not maintain a membership list.

Very truly yours,

L. N. Steinberg
Personal Representative to the
General President

LNS/yh

ADMINISTRATIVE FILE

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# IFWYPWIRJE

OFFICIAL MONTHLY PUBLICATION OF THE UNITED STATES JUNIOR CHAMBER OF COMMERCE

O BOULDER PARK . BOX 7 . TULSA 2. OKLAHOMA . LU 4-2481

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April 19, 1961

Mr. Jsmes R. Hoffa, President International Byotherhood of Teamsters 25 Louisiana Avenue, N. W. Washington 1, D. C.

Dear Mr. Hoffa:

I thought you would be interested in reading the page 3 article, "Labor States Its Case," which appeared in the April issue of FUTURE, official publication of the United States Junior Chamber of Commerce.

This article, written especially for us by Mr. Alfred J. Zack, public relations director of the AFL-CIO, was designed to tell the union story to our mambers. We are also hopeful that publication of this article will help dispel the idea that the United States Junior Chamber of Commerce is an organisation restricted to young businessmen. This, of course, is not the case. The only requirement for membership in our organisation (now listing 200,000 members) is an interest in civic work and compliance with our 21-36 year-old age limit. We are not a branch of the Chamber of Commerce of the United States.

Should you wish to comment upon, or reprint, this article in any of your union's publications, you are most welcome. If you would like to know more about the Junior Chamber of Commerce movement—and what it can do for men of all occupations, please let me know.

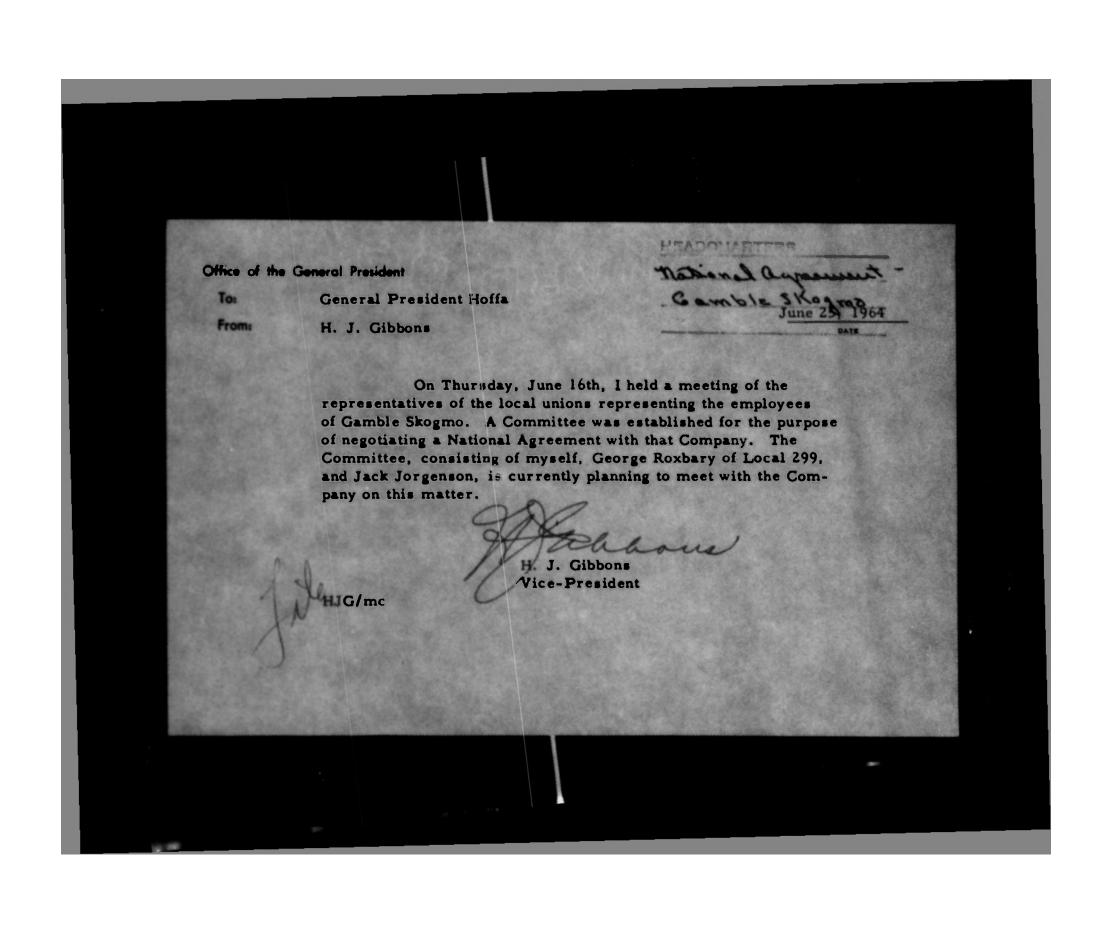
Sincerely,

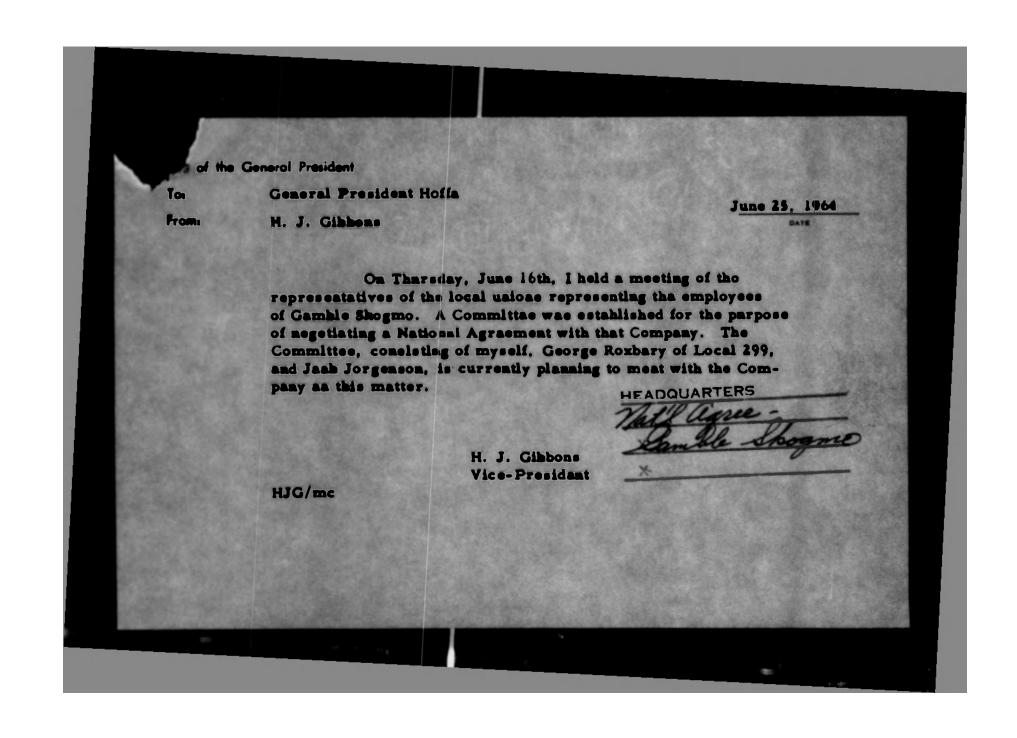
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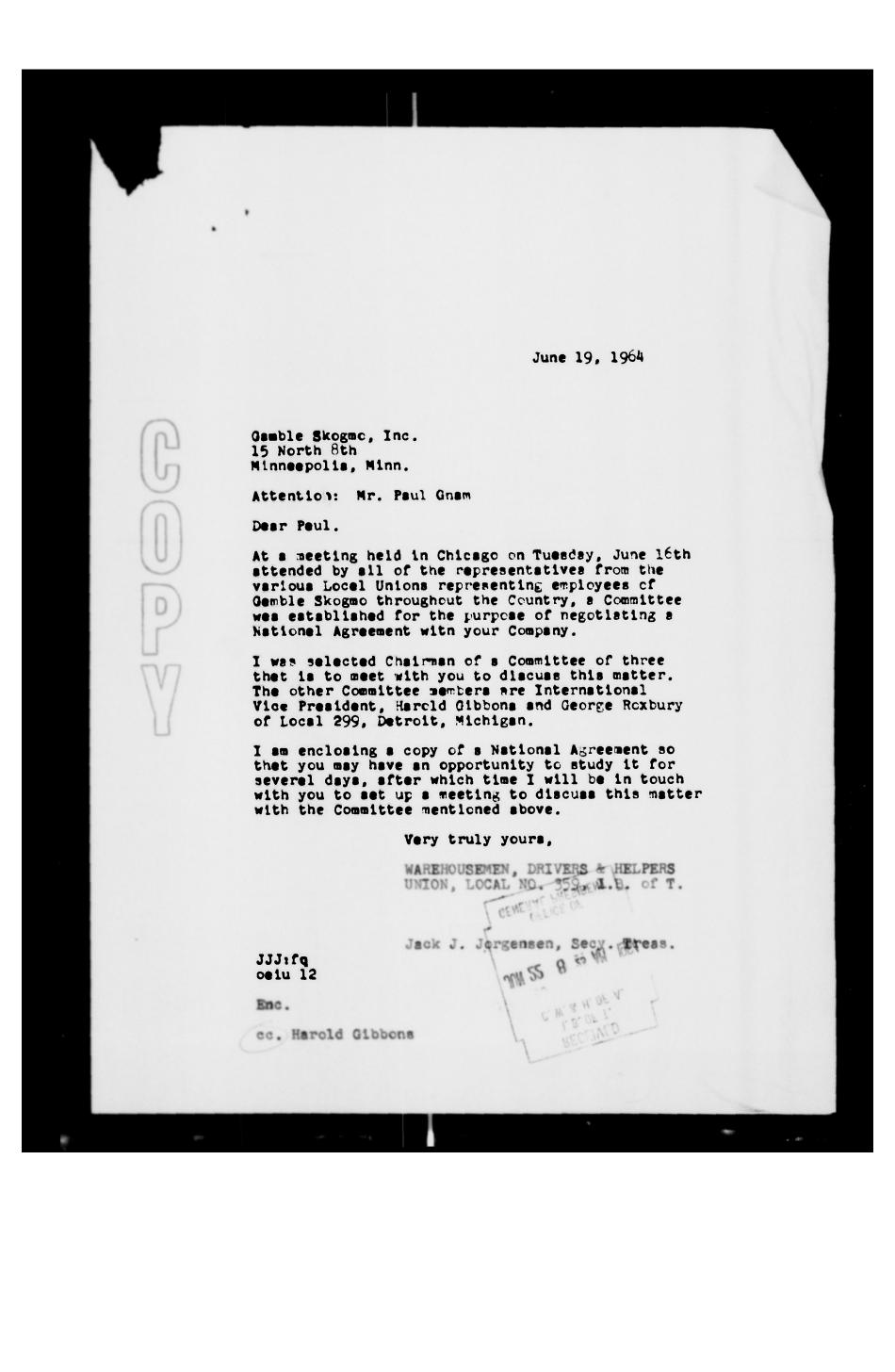
Thomas M. Campbell, Editor

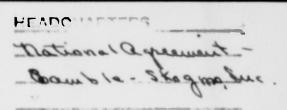
TMC/oc Encl.

Samble Shogmo









## NATIONAL AGREEMENT

## TEAMSTERS

# GAMBLE - SKOGMO, INC.

## INDEX

SCOPE OF	AGREEME		1
ARTICLE	I:	UNION SHOP AND DUES	2
ARTICLE	II:	STEWARDS RESPONSIBILITY	5
ARTICLE	III:	JOINT NATIONAL COMMITTEE	7
ARTICLE	IV:	NEGOTIATIONS	8
ARTICLE	V:	GRIEVANCE PROCEDUICE	9
ARTICLE	VI:	DISCHARGE OR SUSPENSION	12
ARTICLE	VII:	UNAUTHORIZED ACTIVITY	12
ARTICLE	VIII:	PROTECTION OF RIGHTS	14
ARTICLE	IX:	SUBCONTRACTING	15
ARTICLE	X:	INSPECTION PRIVILEGE	16
ARTICLE	XI:	MILITARY CLAUSE	17
ARTICLE	XII:	COMPENSATION CLAIMS	17
ARTICLE	XIII:	MANAGEMENT RIGHTS	17
ARTICLE	XIV:	EXTRA CONTRACT AGREFMENTS	18
ARTICLE	XV:	SEPARABILITY AND SAVINGS	18
ARTICLE	XVI:	UNION COOPERATION	18
ARTICLE	XVII:	MAINTENANCE OF STANDARDS	19
ARTICLE	XVIII:	WORK ASSIGNMENTS	19
ARTICLE	XIX:	TERMINATION	20

Res. For Filing 7-10-64

#### AGREEMENT

#### SCOPE OF AGREEMENT:

The Employer and Union agree to be bound by the terms and provisions of this Master Agreement. Whenever a pre-existing contract with one of the above named Local Unions bears an expiration of reopening date which occurs during the life of this Master Agreement, this Master Agreement shall automatically supersede the provisions of such local contract sixty (60) days prior to such expiration or reopening date, excepting only as to such matters which are subject to negotiation on a local basis under the provisions of Article IV of this Master Agreement. As to such matters, the provisions of Article IV relating to local negotiations shall prevail. Each party hereto hereby waives the notice requirement of such local agreement with respect to the expiration of reopening of such local agreement and accepts the provisions of this presmble to this Master Agreement in lieu and instead

and remain members in good standing of the Union as a condition of employment on and after the 31st day following the beginning of their employment or on and after the 31st day following the effective date of this Agreement, whichever is the later.

- (c) When the Employer needs additional employees he shall give the
  Union equal opportunity with all other sources to provide suitable applicants,
  but the Employer shall not be required to hire those referred by the Union.
- (d) No provision of this Article shall apply to the extent that it may be prohibited by State Law. If under applicable State Law additional requirements must be met before any such provision may become effective, such additional requirements shall first be met. If Federal Law makes such provision legal, then Federal Law shall apply.

If during the life of this Agreement State Law prohibits a Union Shop, then the following Agency Clause shall apply, to the extent permissible under the applicable State Law:

- 1. Membership in the Union is not compulsory. Employees have the right to join, not join, maintain, or drop their membership in the Union as they see fit. Neither party shall exert any pressure on or discriminate against an employee as regards such matters.
- 2. Membership in the Union is separate, apart and distinct from the assumption by one of his equal obligation to the extent that he receives equal benefits. The Union is required under this Agreement to represent ail of the employees in the bargaining unit fairly and equally without regard as to whether or not an employee is a member of this Union.

for the purpose of adequate replacement. If such negotiations shall not result in mutually satisfactory agreement, the Employer agrees to be bound by the Union's position if approved by a judge of competent jurisdiction.

### Section 2: Probationary Employees

A new employee shall work under the provisions of this Agreement but shall be employed only on a thirty (30) day trial period during which period he may be discharged at the discretion of the Employer, provided, however, that the Employer may not discharge or discipline for the purpose of evading this Agreement or discriminating against Union members. After thirty-one (31) days the employee shall be placed on the regular seniority list and his seniority date shall revert to his last date of hire.

## Section 3: Check-Off

The Employer agrees to deduct from the pay of all employees covered by this Agreement the dues, initiation fees and/or uniform assessments of the Local Union having jurisdiction over such employees and agrees to remit to said Local Union ail such deductions prior to the end of the month for which the deduction is made, provided, however, that the Union presents to the Employer signed authorization from the employees for such deductions. No deduction shall be made which is prohibited by applicable Law.

# ARTICLE II - STEWARDS RESPONSIBILITY

The Employer recognizes the right of the Union to designate job stewards and alternates from the Employer's seniority list.

The authority of job stewards and alternates so designated by the

for any unauthorized acts. The Employer in so recognizing such limitations shall have the authority to impose proper discipline under Article VII in the event the ahop steward has taken unauthorized strike action, slow-down, or work stoppage in violation of this Agreement.

#### ARIICE III - JOINT NATIONAL COMMITTEE

#### Section 1:

The Employer and the Union shall together create a Joint National Committee. The Joint National Committee shall consist of an equal number appointed respectively by the Employer and the Union, but not less than two (2) from each group. The Employer and the Union may appoint an aiternate for each of their respective representatives. The Joint National Committee shall formulate rules of procedure to govern the conduct of its proceedings.

# Section 21

The Joint National Committee shall have jurisdiction over:

- (a) Disposition of grievances which cannot be settled through the first two (2) steps of the Grievance Procedure.
- (b) Negotiation of local bargaining matters which have become deadlocked at the local level.
- (c) Interpretation of the provisions of this Master Agreement.
- (d) Negotiations of any additions, deletions, or modifications of this Master Agreement during the term thereof which may be mutually agreed upon by both parties.
- (a) Formulation of rules and regulations for the purpose of administering this Master Agreement and its Addenda.

the requests and proposals of both parties, investigate all pertinent facts, and conduct whatever hearings it deems necessary or desirable under each situation. Upon concluding such inquiry, the Joint National Committee by majority vote shall decide the issues, such decision to be final and binding between the parties. However, should the Joint National Committee be unable to reach a decision, either party, after having served written notice on the other party, shall be permitted all legal and economic recourse ten (10) days following the date of such written notice of its intention to do so, and the Local Union shall have, among other rights, the right to strike.

## ARTICLE V - GRIEVANCE PROCEDURE

## Section 1:

Should any differences, disputes or complaints arise over the interpretation or application of the contents of this Agreement, there shall be an earnest effort on the part of both parties to settle such promptly through the following steps:

- Step 1: By conference between the aggrieved employee, the steward, or both and the foreman, superintendent or both. Grievances not satisfactorily resolved within forty-eight (48) hours after presentation will automatically proceed to Step 2.
- Step 2: By conference between an official or officials of the Union, or its designated business agent, and an official or officials of the Company. Grievances not satisfactorily resolved within ten (10) working

#### AGREEMENT

#### SCOPE OF AGREEMENT:

The Employer and Union agree to be bound by the terms and provisions of this Master Agreement. Whenever a pre-existing contract with one of the above named Local Unions bears an expiration of reopening date which occurs during the life of this Master Agreement, this Master Agreement shall automatically supersede the provisions of such local contract sixty (60) days prior to such expiration or reopening date, excepting only as to such matters which are subject to negotiation on a local basis under the provisions of Article IV of this Master Agreement. As to such matters, the provisions of Article IV relating to local negotiations shall prevail. Each party hereto hereby waives the notice requirement of such local agreement with respect to the expiration of reopening of such local agreement and accepts the provisions of this preamble to this Master Agreement in lieu and instead

thereof, so that such negotiations heall take place as of the time permitted or required by such local agreements. This waiver of notice shall not apply to subsequent negotiations of local addends under the provisions of Article IV.

This Agreement shall be binding upon the parties hereto, their successors, and assigna.

The Employer shall give notice of the existence of this Agreement to any purchaser, transferee, assignee, etc. of the operation covered by the Agreement of any part thereof. Such notice shall be in writing with a copy to the local union at the time the seller, transferer or lessor executes a contract of transaction as herein described.

# ARTICLE I - UNION SHOP AND DUES

# Section 1.

- (a) The Employer agrees to recognize and does hereby recognize the Union or ita auccessor, as the exclusive bargaining agent, for the purpose of collective bargaining, as provided by the National Labor Relations Act, for all of the employees of the Employer in the classifications as listed in the Addenda that are attached and made a part of this Master Contract, with respect to the mapped locations of the Employer cited in anid Addenda.
- (b) All present employees who are members of the Union on the effective date of this Agreement or on the date of execution of this Agreement, whichever is the later, shall remain members of the Union in good standing as a comdition of w 1 yment. All present employees who are not members of the Union and all employees who are hired hereafter shall become

and remain members in good standing of the Union as a condition of employment on and after the 31st day following the beginning of their employment or on and after the 31st day following the effective date of this Agreement, whichever is the later.

- (c) When the Employer needs additional employees he shall give the
  Union equal opportunity with all other sources to provide suitable applicants,
  but the Employer shall not be required to hire those referred by the Union.
- (d) No provision of this Article shall apply to the extent that it may be prohibited by State Law. If under applicable State Law additional requirements must be met before any such provision may become effective, such additional requirements shall first be met. If Federal Law makes such provision legal, then Federal Law shall apply.

If during the life of this Agreement State Law prohibits a Union Shop, then the following Agency Clause shall apply, to the extent permissible under the applicable State Law:

- 1. Membership in the Union is not compulsory. Employees have the right to join, not join, maintain, or drop their membership in the Union as they see fit. Neither party shall exert any pressure on or discriminate against an employee as regards such matters.
- 2. Membership in the Union is separate, apart and distinct from the assumption by one of his equal obligation to the extent that he receives equal benefits. The Union is required under this Agreement to represent all of the employees in the bargaining unit fairly and equally without regard as to whether or not an employee is a member of this Union.

The terms of this Agreement have been made for all employees in the bargaining unit and not only for members in the Union, and this Agreement has been exacuted by the Employer after it has satisfied itself that the Union is the choice of a majority of the employees in the bargaining unit.

Accordingly, it is fair that each employee in the bargaining unit pay his own way and assume his fair share of the obligation along with the grant of equal benefit contained in this Agreement.

- 3. In accordance with the policy set forth under sub-paragraphs (1) and (2) of this Section all employees shall as a condition of continued employment pay to the Union, the employees' exclusive collective bargaining representative, an amount of money equal to the Union's regular and usual initiation fees, and its regular and usual dues. For existing employees, auch paymenta shall commence thirty-one (31) days following the effective date of this Agreement or the date of execution of this Agreement, whichever is the later, and for new employees, the payment shall start thirty-one (31) days following the date of employment.
- 4. In consideration of the Employer entering into the above Agency Shop provision, the Union hereby agrees to indemnify the Employer and hold it harmless from any and all claims, liabilities or costs to the Employer which arise out of entering into or enforcement of this Agency Shop provision.
- (a) If any provision of this Article is invalid under the law of any State wherein this Contract is executed, such provision shall be modified to comply with requirements of State Law or shall be renegotiated

for the purpose of adequate replacement. If such negotiations shall not result in mutually satisfactory agreement, the Employer agrees to be bound by the Union's position if approved by a judge of competent jurisdiction.

### Section 2: Probationary Employees

A new employee shall work under the provisions of this Agreement but shall be employed only on a thirty (30) day trial period during which period he may be discharged at the discretion of the Employer, provided, however, that the Employer may not discharge or discipline for the purpose of evading this Agreement or discriminating against Union members. After thirty-one (31) days the employee shall be placed on the regular seniority list and his seniority date shall revert to his last date of hire.

## Section 3: Check-Off

The Employer agrees to deduct from the pay of all employees covered by this Agreement the dues, initiation fees and/or uniform assessments of the Local Union having jurisdiction over such employees and agrees to remit to said Local Union all such deductions prior to the end of the month for which the deduction is made, provided, however, that the Union presents to the Employer signed authorization from the employees for such deductions. No deduction shall be made which is prohibited by applicable Law.

# ARTICLE II - STEWARDS RESPONSIBILITY

The Employer recognizes the right of the Union to designate job stewards and alternates from the Employer's seniority list.

The authority of job stewards and alternates so designated by the

Union shall be limited to, and shall not exceed the following duties and activities:

- The investigation and presentation of grievances in accordance with the provisions of the collective bargaining agreement;
- 2. the collection of dues when authorized by appropriate

  Union action;
- 3. the transmission of such messages and information which shall originate with, and are authorized by the Union or its officers, provided such messages and information
  - (a) have been reduced to writing, or
  - (b) if not reduced to writing, are of a routine nature and do not involve work stoppages, slow-downs, refusal to handle goods, or any other interference with the Employer's business.

The job steward shall not absent himself from his place of work to visit other parts of the warehouse without the permission of the foreman or superintendent. Any reasonable request shall be granted, provided it does not interfere with efficient operation.

Job stewards and alternates have no authority to take strike action, or any other action interrupting the Employer's business, except as authorized by official action of the Union.

The Employer recognizes these limitations upon the authority of job stewards and their alternates, and shall not hold the Union liable

for any unauthorized acts. The Employer in so recognizing such limitations shall have the authority to impose proper discipline under Article VII in the event the shop steward has taken unauthorized strike action, slow-down, or work stoppage in violation of this Agreement.

#### ARTICLE III - JOINT NATIONAL COMMITTEE

#### Section la

The Employer and the Union shall together create a Joint National Committee. The Joint National Committee shall consist of an equal number appointed respectively by the Employer and the Union, but not less than two (2) from each group. The Employer and the Union may appoint an alternate for each of their respective representatives. The Joint National Committee shall formulate rules of procedure to govern the conduct of its proceedings.

# Section 21

The Joint National Committee shall have jurisdiction overs

- (a) Disposition of grievances which cannot be settled through the first two (2) steps of the Grievance Procedure.
- (b) Negotiation of local bargaining matters which have become deadlocked at the local level.
- (c) Interpretation of the provisions of this Master Agreement.
- (d) Negotiations of any additions, deletions, or modifications of this Master Agreement during the term thereof which may be mutually agreed upon by both parties.
- (e) Formulation of rules and regulations for the purpose of administering this Master Agreement and its Addenda.

## ARTICLE IV - NEGOTIATIONS

### Section 1

Wages, hours, and other conditions of employment that are not specifically covered within this Master Agreement shall be open to negotiation between the parties on a local basis between the individual Local Unions and the Employer; however, no provision of the local Addenda shall supersede or conflict with the terms and provisions of this Master Contract. Such agreement shall be reduced to writing and specifically labaled as Addenda appropriately describing the classifications of employees, the geographical location or locations involved, the identity of the operating branch of the Employer and of the Local Union involved. Such Addenda shall be attached to and be made a part of this Master Agreement. All auch Addenda shall become effective only upon the express written approval thereof by the National Warehouse Division.

# Section 21

Upon rendition of notice by one party to the other party of the intent to terminate or modify any of the present or future local Addenda that are embraced by this Master Agreement and in accordance with the provisions of such local Addenda, each Local Union shall proceed to negotiate in accordance with the obligations and limitations set forth in Section 1 above.

# Section 3:

Should the Employer and the Union fail to agree on the terms of new or modified Addenda on a local level, the controversy shall be referred to the Joint National Committee. The Joint National Committee shall study

the requests and proposais of both parties, investigate all pertinent facta, and conduct whatever hearings it deems necessary or desirable under each situation. Upon concluding such inquiry, the Joint National Committee by majority vota shall decide the issues, such decision to be final and binding between the parties. However, should the Joint National Committee be unable to reach a decision, either party, after having aerved written notice on the other party, shall be permitted all legal and economic recourse ten (10) days following the date of such written notice of its intention to do so, and the Local Union shall have, among other rights, the right to strike.

## ARTICLE V - GRIEVANCE

## Section 1

Should any differences, disputes or complaints arise over the interpretation or application of the contents of this Agreement, there shell be an earnest effort on the part of both parties to settle such proaptly through the following steps:

- Step 1: By conference between the aggrieved employee, the steward, or both and the foreman, superintendent or both. Grievances not satisfactorily resolved within forty-eight (48) hours after presentation will automatically proceed to Step 2.
- Step\_2: By conference between an official or officials of the Union, or its designated business agent, and an official or officials of the Company. Grievances not satisfactorily resolved within ten (10) working

days following presentation at this step will automatically proceed to Step 3. However, the parties may, by mutual agreement, extend this period to twenty (20) working days.

Step 3: In the event Step 2 fails to settle the complaint, it shall be referred to the Joint National Committee.

Step 4: If the Joint National Committee decides the grievance referred to it by a majority agreement of the Committee, the decision shall be final and binding on all parties.

In the event the Joint National Committee cannot reach a majority agreement, the dispute shall be submitted to arbitration subject, however, to the following:

Disputes concerning seniority and discharge, except discharge for proven dishonesty, drunkenness or discharge, as provided under the terms of Article VII, shall be submitted to arbitration by a majority agreement of the Joint National Committee. In the event the Joint National Committee cannot reach a majority agreement on disputes involving seniority and discharge, except discharge for proven dishonesty, drunkenness, or discharge, as provied under the terms of Article VII, then either party shall be permitted all legal or lawful economic recourse and the Union shall have, among other rights, the right to strike.

## Section 21

Either party may submit a list of suggested arbitrators to the other. If no agreement can be reached in the selection of the arbitrator within two (2) weeks, either party may request the Director of the Federal Mediation and Conciliation Service to furnish a panel of five (5) from which the arbitrator may be chosen. If the parties are unable to agree upon an arbitrator from this panel, either party may request the Director of the Federal Mediation and Conciliation Service to name an arbitrator within fifteen (15) days of the date of such request. The decision of the arbitrator shall be binding on both parties. The cost of the arbitrator is to be borne equally by the Employer and the Union.

The arbitrator may interpret the Agreement and apply it to the particular case presented to him, but he shall however, have no authority to add to, subtract from, or in any way change or modify the terms of this Agreement or any Agreements made supplementary hereto.

# Section 3s

If either party to this Agreement refuses to abide by a decision of an arbitrator rendered under Section 2 or a final decision of the Joint National Committee, auch refusal shall be a breach of this Agreement and the other party may then take any legal, or lawful economic action.

# Section 41

Grievances must be taken up promptly and no grievance will be considered or discussed which is presented later than fourteen (14) days after the knowledge or the occurrence of the grievance. All grievances

going beyond Step 1 shall be reduced to writing by the complainant before proceeding to Step 2.

### ARTICLE VI - DISCHARGE OR SUSPENSION

The Employer shall not discharge nor suspend any employee without just cause. Ruies and regulations as contained in Appendix "A" agreed to with the Local Union involved and made a part of this Agreement, shall in such instances as specified, determine the discipline to apply, including discharge or suspension. Discharge must be by proper written notice to the employee and the Union affected. Any employee may request an investigation as to his discharge or suspension. Appeal from discharge or suspension must be taken up within ten (10) days by written notice and a decision reached within fifteen (15) days from the date of discharge or suspension. If no decision has been rendered within fifteen (15) days, the case shall then be taken up as provided for in the Grievance Procedure. If at any step of the grievance procedure it is agreed that the employee should be reinstated, the parties shall have the authority to agree on full, partial or no compensation for time lost.

# ARTICLE VII - UNAUTHORIZED ACTIVITY

It is further mutually agreed that the Local Union will, within two (2) weeks of the date of the signing of this Agreement, serve upon the Employer a written notice, which notice will list the Union's authorized representatives who will deal with the Employer, make commitments for the Union generally, and in particular have the sole authority to

ect for the Union and the Union shall not be liable for any activities unless so authorized.

It is further agreed that in ail cases of an unauthorized strike, slow-down, walkout, or any unauthorized cessation of work in violation of this Agreement, the Union shell not be liable for damages resulting from such uneuthorized acts of its members. While the Union shall undertake every reasonable means to induce auch employees to return to their joba during any such period of unauthorized stoppage of work mentioned above, it is specifically understood and agreed that the Employer during the first twenty-four (24) hour period of such unauthorized work stoppage shall have the able and complete right to reasonable discipline short of discharge, and such employee shall not be entitled to or have any recourse to any other provisions of this Agreement. After the first twenty-four (24) hour period of such stoppage, and If such stoppage continues, however, the Employer sheil have the sole and complete right to immediately discharge any employee participating in any unauthorized strike, slow-down, walkout, or any other cessation of work, and such employees shall not be entitled to or have any recourae to any other provisions of this Agreement.

It is further agreed and understood that the National Warehouse Division of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, shall not be liable for any strike, breech or default in violution of this Agreement unless the act is expressly authorized by its Executive Board. The Executive Board shall notlify the Company in writing of any such action they have authorized.

## ARTICLE VIII - PROTECTION OF RIGHTS

## Section 1: No Strike, No Lockout

To the extent that the Union is not otherwise entitled to exercise its right to strike under the provisions of this Contract, the Union agrees that there shall be no strikes or other interferences with or interruption of the normal operation of the Company's business by the Union during the term of this Agreement. The Company agrees that there shall be no lockout.

### Section 2: Picket Line

It shall not be a violation of this Agreement, and shall not be cause for discharge or disciplinary action, in the event an employee (a) refuses to enter upon any property of his Employer involved in a lawful primary labor dispute or refuses to go through or work behind any lawful primary picket lines at his Employer's places of business, including picket lines of unions parties to this Agreement; or (b) refuses to go through or work behind any picket line, including picket lines of unions parties to this Agreement, at the places of business of any other employer where the employees of such employer are engaged in a strike ratified or approved by the Union of such employees who such employer is legally required to recognize.

# Section 3: Struck Goods

It shall not be a violation of this Agreement and it shall not be cause for discharge or disciplinary action if any employee refuses to perform any service which his Employer performs by arrangement with an employer or person whose employees are on strike, and which service, but

for such strike, would be performed by the employees of the Employer or persons on strike.

### Section 4: Grievances

Within five (5) working days of filing of grievance claiming violation of this Article, the parties to this Agreement shall proceed to the final step (Article V, Step 4 of Section 1) of the Grievance Procedure, without taking any intermediate steps, any other provision of this Agreement to the contrary notwithstanding.

### ARTICLE IX - SUBCONTRACTING

It is understood that nothing contained herein shall prohibit the Employer from opening new facilities, closing existing facilities, consolidating facilities, transferring operations from one facility to another, or having store deliveries made by suppliers of items not now being manufactured by the Employer.

If during the term of this Agreement, the Employer deems it advisable to abandon the present method of store deliveries and subcontracts to a common, contract or private carrier, all or any part of the deliveries then being made by the employees covered by this Agreement, then a condition of such subcontract shall be the employment, in accordance with their seniority, of such employees by the common, contract or private carrier as the common, contract or private carrier requires to make the deliveries. This shall apply only where the Local Union represents both the warehouse and drivers or the drivers only.

If during the term of this Agreement, the Employer deems it advisable to subcontract to another employer all or any part of other work or services then being performed by employees covered by this Agreement, then a condition of such subcontract shall be the employment, in accordance with their seniority, of such employees as the contracting employer requires to perform such work or services.

Senior employees shall have the option of staying with the Company if there is work available or transferring to the then contracting company.

If the Company moves all or part of the operation covered by a local addendum to an area not covered by a local addendum, all employees covered by this contract at the original location shall be offered employment in accordance with their seniority and with full seniority at the removed operation.

# ARTICLE X - INSPECTION PRIVILEGE

Upon notification made to the Warehouse and Transportation

Superintendent or his designee, any accredited Union representative

shall be granted the right to enter and visit the establishment during

business hours for the purpose of carrying out the terms of this

Agreement and contacting employees regarding union affairs, providing

that no conferences or meetings between employees and union representative

shall in any way stop, hamper, or obstruct normal flow of work.

### ARTICLE XI - MILITARY CLAUSE

Employees enliating or entering the military or naval service of the United States, pursuant to the provisions of the Selective Service Act of 1948, as amended, shall be granted all rights and privileges provided by the Act.

#### ARTICLE XII - COMPENSATION CLAIMS

The Employer agrees to cooperate toward the prompt settlement of employee on-the-job injury claims when such claims are due and owing. However, such agreement shall not preclude the Employer from contesting any claim in good faith. The Employer shall provide Workmen's Compensation protection for ail employees even though not required by State Law.

# ARTICLE XIII - MANAGEMENT RIGHTS

The management of the business and the direction of the working forces, including the right to plan, direct and control operations, hire, suspend or discharge for proper cause, transfer or relieve employees from duty because of lack of work or for other legitimate reasons, the right to study or introduce new or improved production methods or facilities, are vested in the Employer provided, however, that this right shall be exercised with due regard for the rights of the employees and provided further, that it will not be used for the purpose of discrimination against any employee, or for the purpose of invalidating any contract provisions.

### ARTICLE XIV - EXTRA CONTRACT AGREEMENTS

The Employer agrees not to enter into any agreement or contract with his employees, individually or collectively, which in any way conflicts with the terms and provisions of this Agreement. Any such Agreement shall be null and void.

#### ARTICLE XV - SEPARABILITY AND SAVINGS

If any article or section of this Agreement should be held invalid by operation of Law or by any tribunal of competent jurisdiction, the balance of this Agreement shall continue in full force and effect. The article or section held invalid shall be modified as required by law or the tribunal of competent jurisdiction, or shall be renegotiated for the purpose of an adequate replacement. If such negotiations shall not result in mutually satisfactory agreement, the Employer agrees to be bound by the Union's position if approved by any tribunal of competent jurisdiction, or a tribunal agreed to by the parties.

# ARTICLE XVI - UNION COOPERATION

The Union agrees to cooperate with the Employer in maintaining and improving safe working conditions and practices, in improving the cleaniness and good housekeeping of the departments, machinery and aquipmant.

The Union agrees to cooperate in correcting inefficiencies of members which might otherwise necessitate discharge.

The Union recognizes the need for improved methods and output in the interest of the employees and the business and agrees to cooperate with the Employer in the installation of such methods, in suggesting improved methods and in the education of its members in the necessity for such changes and improvements.

The Union recognizes the need for conservation and the elimination of waste end agrees to cooperate with the Employer in suggesting and practicing methods in the interest of conservation and waste elimination.

# ARTICLE XVII - MAINTENANCE OF STANDANDS

The Employer agrees that any and all wages, hours and conditions of employment shall be maintained at the Local Union level at not less than the highest standards in effect at the Local Union level at the effective date of this Agreement, except as such wages, hours and conditions are changed through negotiation and agreement between the parties.

# ARTICLE XVIII - WORK ASSIGNMENTS

The Employer agrees to respect the jurisdictional rules of the Local Union and shall not direct or require their employees or persons

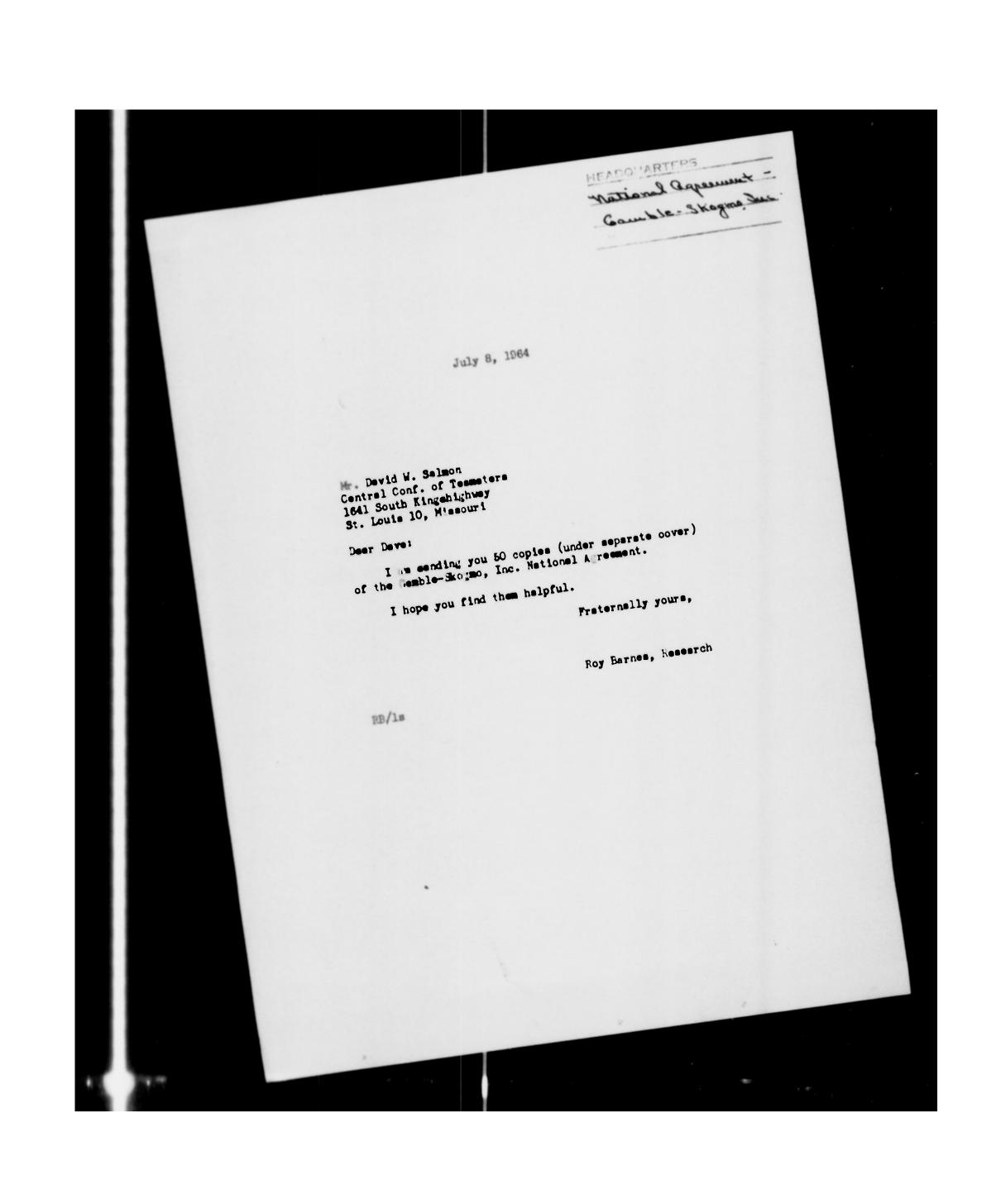
other than the employaes in the bargaining units here involved, to perform work which is recognized as the work of the employees in said units.

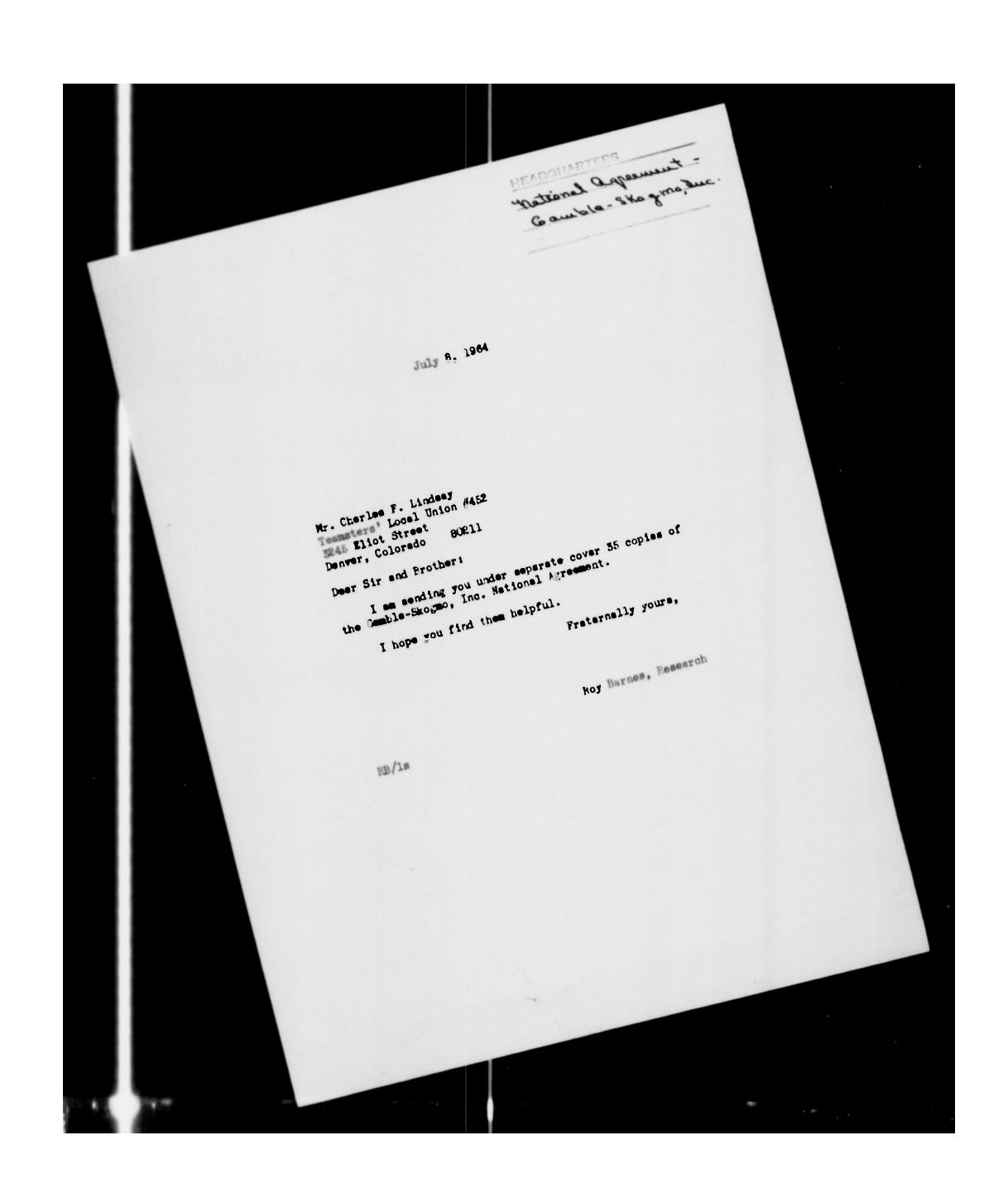
## ARTICLE XIX - TERMINATION

It is further provided that where no such cancellation or termination notice is served and the parties desire to continue said Agreement but also esire to negotiate changes or revisions in this Agreement, either party may serve upon the other a written notice via U. S. Registered or Certified Mail at least sixty (60) days prior to \_\_\_\_\_\_\_\_, 19\_\_\_\_\_, or \_\_\_\_\_\_\_\_ of any \_\_\_\_\_\_\_ of any subsequent contract year, advising that such party desires to continue this Agreement but also desires to revise or change terms or conditions of such Agreement.

The respective parties shall be permitted all legal or lawful economic recourse to support their request for revisions if the parties fail to agree thereon.

(month & day)	, subject however, to ratificati	
		on
by the members of the Union	n covered by this Agreement.	
FOR THE UNION:	FOR THE EMPLOYER:	
	FOR THE UNION:	FOR THE EMPLOYER:





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AGREEMENT

#### SCOPE OF AGREEMENT:

The Employer and Union agree to be bound by the terms and provisions of this Master Agreement. Whenever a pre-existing contract with one of the above named Local Unions bears an expiration of reopening date which occurs during the life of this Master Agreement, this Master Agreement shall automatically supersede the provisions of such local contract sixty (60) days prior to such expiration or reopening date, excepting only as to such matters which are subject to negotiation on a local basis under the provisions of Article IV of this Master Agreement. As to such matters, the provisions of Article IV relating to local negotiations shall prevail. Each party here-to hereby waives the notice requirement of such local agreement with respect to the expiration of reopening of such local agreement and accepts the provisions of this presmble to this Master Agreement in lieu and instead

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# NATIONAL AGREEMENT

## TEAMSTERS

## GAMBLE - SKOGMO, INC.

## INDEX

SCOPE OF	AGREEME:	NT	1
ARTICLE	I:	UNION SHOP AND DUES	2
ARTICLE	II:	STEWARDS RESPONSIBILITY	5
ARTICLE	III:	JOINT NATIONAL COMMITTEE	7
ARTICLE	IV:	NEGOTIATIONS	8
ARTICLE	<b>V</b> :	GRIEVANCE PROCEDURE	9
ARTICLE	VI:	DISCHARGE OR SUSPENSION	12
ARTICLE	VII:	UNA THORIZED ACTIVITY	12
ARTICLE	VIII:	PROTECTION OF RIGHTS	1
ARTICLE	IX:	SUBCONTRACTING	1
ARTICLE	X:	INSPECTION PRIVILEGE	10
ARTICLE	XI:	MILITARY CLAUSE	1
ARTICLE	XII:	COMPENSATION CLAIMS	1
ARTICLE	XIII:	MAHAGEMENT RIGHTS	1
ARTICLE	XIV:	EXTRA CONTRACT AGREEMENTS	18
ARTICLE	XV:	SEPARABILITY AND SAVINGS	18
ARTICLE	XVI.	UNION COOPERATION	1
ARTICLE	XVII:	MAINTENANCE OF STANDARDS	19
ARTICLE	XVIII:	WORK ASSIGNMENTS	1
ARTICLE	YTY.	TERMINATION	2

Rec. for &: ling 1-1-64

Research Dagartment

GAMBLE-SKOGMO, INC.

WAGES, HOURS, FRINGE BENEFITS, UNION SECURITY

IN

TEAMSTER CONTRACTS

SEPTEMBER 1963

Preparad by:

Research Department
International Brotherhood
of Teamsters
Washington, D. C.

#### GAMBLE-SKOGMO. INC.

Gamble-Skogmo, Inc. is a varied retail-wholessle enterprise selling merchandise such as hardware, auto supplies, sporting goods, major appliances, wearing apparel and other soft goods, and variety merchandise.

DISTRIBUTION - Retail sales are made through 360 owned and operated stores and 1,900 suthorized designations. The company also operates discount department stores under the names of Tempo Discount Centers, Home-Owners Mart and Jubilee City Discount Centers, as well as a series of Discount Centers operated by Clark-Gamble, a subsidiary. Company's distribution is accomplished throgh seven (7) centrally located warehouses.

LOCATION - Company operates primarily in the M'd-West, with approximately 75% of its atores and deslerahips located in Minnesots, Wisconsin, Iowa, Michigan, Nebraska, Illinois, Kansas and North and South Dakots.

SUBSIDIARIES - Gamble-Skogmo wholly owns Macleod's Ltd. of Canada, a Canadian merchandising chain similar to the parent operation. Also owns the Gamble-Skogmo Acceptance Corp. and its subsidiary the Growth Acceptance Corp. Ltd. of Canada. Recently launched the Retailers Growth Fund, Inc., an investment company.

Company jointly owns (51%) the Clark-Gemble Corp. and its Canadian counterpart, and also the Gemco and Crownco Departments, Inc., prescription drug distributors in its discount department stores.

OTHER HOLDINGS - Gamble-Skogme is the principal atockholder (50.1%) of General Outdoor Advertising Company, and formerly owned and operated the entire chain of Western Auto Supply Co. and Western Tire Auto Stores.

# FINANCIAL DATA

riscal Year Ending December 31	Net Sales	Net Income
1962	\$168,401,583	\$11,307,289
1961	140,886,901	6,115,481
<b>196</b> 0	143,396,286	19,148,655
First 6 Months		
First 6 Months	<b>\$</b> 87 <b>,</b> 65 <b>2</b> ,966	

(Sales increased by 20.3% for the period January-June 1963 as against the same period in 1962.)

		UNION SE	CURITY	MISCELLANEOUS BENEFITS			
LOGARTON	EFFECTIVE & EXPIRATION DATES	UNION SHOP	DUES CHECKOFF	PAY FOR JURY DUTY	PAY FOR FUNERAL LEAVE	COST-OF-LIVIN	
		WAREHOUSE	NO LOCAL DRI	VFRS			
#15 Moneouth, III.	8/15/61 8/14/64	x /2			<u>/5</u>	x	
#299 Coldwater, Mich.	4/1/61 5/51/64	x	x			x	
#359 (Were.#5) Mple., Minn. 4	6/1/61 5/31/64	x	, х	×/5		x	
#359 (Were.#15) Mple., Minn. 4	6/1/61 5/31/64	x	x	<sub>x</sub> /5		x	
#452 Denver, Co48.	7/15/62 7/15/65	x /2	x		x /6		
#554 Fremont, Neb.	10/2/61 9/30/64		х		<u>/6</u>	_	
		OVER-THE	-IOAD DRIVERS	ONLY			
#15 Geleeburg, Ill.	2/1/61 1/51/64	x	x		x/7	x	
#961 Denver, Colo.	7/13/62 7/13/63	x	x		x	-	
		SE	ERVICE GARAGE				
#977 Mple., Minn.	5/15/62 5/14/64	x					
			OFFICE				
#299 Coldweter, Mich.	8/16/61 8/15/64	x	x		x/7	x	

GAMBLE-SKOGMO, INC.

FOOT NOTES: EFF. AND EXP. DATES, UNION SECURITY, MISC. BENEFITS

- /1 Reopening on wages and hours in event of war, emergency, or imposition of economic controls.
- ∠2 Modified union shop.
- / In case of death in immediate family, leave with pay paid to beneficiary.
- /4 Includes drivers, wage rates listed with other contracts covering drivers only.
- /5 Receives difference between weekly rate and jury duty pay.
- <u>/6</u> Warehouse Mgr. grants "ressonable" leave with pay for death in immediate family.
- / Leave with pay given from regular aick leave for death in immediate family.

	WORK	WORK WEEK			GUARANTEES		
LOCATION	NUMBER OF DAYS	DAILY (HOURS)	HERLY (HOURS	REPORT PAY (HOURS)	WEEKIY (HOURS)	PAID REST PERIODS	
		MAREHOUSE	AND LOCAL DR	I VERS			
#15 Mormouth, Ill.	5 (H-F)	8	40/1	2; 4 if starte work			
#299 Coldweter, Mich.		<u> </u>	<u>/2</u>	4	40 (52 in hol. wk.)	<u> </u>	
#359 (Were. #5) Minneepolie, Minn	5 (M-F)	6	40	4		-	
#359 (Were.#15) Minnespolis, Minn	5 (M-F)	8	40	4			
#452 Denver, Colo.	5 (M-F)		40			Previous co. policy l in AM and l in P	
#554 Fremont, Neb.		8	40	<del>}-</del>		2 - 10 minutes	
		JVFR_THE	POAD DRIVERS	ONLY			
#15 Geleeburg, Ill.				4			
#961 Denver, Colo.				2			
		SEP	VICE GARAGE				
#977 Minneepolie, Minr	. 6	<u>/5</u>	40/6 /4 44 /7.8	4	44 1/2		
			OFFICE	,			
#299 Coldweter, Mich.		8	40/2	4	40	<u> </u>	

### FOOT NOTES: WORK WEEK AND GUARANTEES

- 1 Wage reopening if meximum work week reduced by legislation.
- Company determines daily hours for jenitors; weekly hours to be arranged within 5 day schedule which allows for regular hours only on alternating Saturdays.
- /4 Negotistions if basic work week established, reduced or increased by legis-
- <u>∠5</u> Cer Perkers meximum 10 hours per dey.
- ∠6 Cer Perking.
- ∠
  7 Cer Washer, Specialty Salesmen.
- <u> ∠8</u> Cechier.
- ✓ 9 One break in first 2 hour period of any shift and one 15-minute in afternoon. Two 5-minute wash-up breaks.

LOCAL	B. 22.	PRESIC	1 1	Capita -	0.000		
LOCATION	DAILY 1 AFTER	WEEKLY L.JFTER	JTH DAY	7TH DAY	SATURD-Y	SUN- DAY	NIGHT
		WAREHOUSE	AND LOCAL DRI	VERS			
#15 Monmouth, Ill.	8	40			11/2	2x	12
#299 Coldwater, Mich.	8	40				2 x	_
#359 (Ware. #5) Minneapolia, Minn	8	40				2x	<u>/3</u>
#359 (Ware. #15) Minneapolia, Minn	8	40				2x	<u>/3</u>
M452 Denver, Colo.	8	40				2 x	
#554 Fremont, Neb.	8	40				2x	
<b>V</b> 15		OVER-THE-	OAD DRIVERS	ONLY			
Galeaburg, Ill.							
#961 Denver, Colo.							
		SFR	VICE GARAGE				
#977 Minnempolim, Minn		40/4 44/5			190 No.		
			OFFICE				
7299 Coldwater, Mich.	8	40				2 x	-
- If laid of - Wages and has - Wages and has - Magnifeting - Car Parkers - Cashier	ours to be	egotiated by	fore second	whift put in a shift.	nto effect.		

PAID VACATIONS AND HOLIDAYS								
LOCAL. & LOCATION	WK. JFTER (YRS.	WKS. WFTER (YRS.	WKG. AFTER (YRS.		VACATION PAY UPON TERMINATION	HOLIDAY PAY DURING VACATION	NO. OF PAID HOLIDAYS	PREMIUM PAY IF HOLIDAY WORKED
			WARE	IOUSE	ND LOCAL DR	VERS		
#15 Mormouth, Ill.	СО	1 P A	I Y P	OLI	CY	x	6/1	5x (Min. 6 hours)
#299 Coldweter, Mich.	1	2	11		x /5	x	6	5x
#359 (Were. #5) Minneepälle.,Mim	. 1	2	10	25	x/7	x	<u>/2.3.6</u> 8	5x
#359 (Were. #15) Minneepolie,Minn	. 1	2	10	25	x/7	x	8 /2.3.6	5x
#452 Denver, Colo.	1	2	10	25	x	x	6	5x
#554 Fremont, Neb.	1	2	10	25	x_7	x	6	2x
			OVE	_THE_I	OAD DRIVERS	ONLY		
616 leeburg, Ill.	6 dey 1 yr.	12 des 5 yrs	18 da	y 24 di . 18 yr	y i. ProReted	x	6	4
7961 Deever, Colo.	1	2	10	25		X	6	4
				SER	ICE GARAGE			
9977 Kinneepolie, Minn.	CO	IPA	Y P	OLI	CY		7	2x
			-		OFFICE			
M99 Coldweter, Mich.	1	2	11		x/5	x	6	3x
								•

#### FOOT NOTES: VACATIONS & HOLIDAYS

- If holiday falls on Saturiny or Suniay, company option of paying 8 hours at atraight time or granting full work day off.
- 2 If holiday falls on Saturday, company option of paying 8 hours at straight time or giving day off.
- / Pius paid voting time in city, state and federal elections.
- 14 Eight hours pay for holiday in addition to monies earned.
- \_\_\_\_\_\_\_ Termination between January 1 and March 51 receive no vacation pay.

  Termination between April 1 and May 51 receive \$\frac{1}{2}\$ of the earnel vacation pay.

  Termination between June 1 or later receive full earned vacation pay.
- ∠6 Receives ½ day preceding Xmas Day and ½ day preceding N. Y. Day, except that ½ day preceding Xmas and ½ day preceding N.Y. shall not apply if Xmas or N.Y. occurs on Monday or Sunday and celebrated on Monday.
- Payment not made if employees fail to give reasonable notice of intention to leave or discharged for cause.

LOCAL	HEALTH &		SIONS, SEVER		ICK LEAVE	
LOCATION	Health & Welfare		LOYER CONTR SEVERANCE PAY	BUTIONS SICK LEAVE		
#15 Monmouth, Ill.	<u> </u>	WARFHOUSE	AND LOCAL DE	IVERS Company Policy		
M299 Coldweter, Mich.	\$3.00 per wk. Eff. 4/1/63, \$3.50 per wk.	\$5.00 per wk. Eff. 4/1/63, \$6.00 per wk.		5 daye per contract year		
#359 (Were. #5) Minneapolie, Minn.						
#359 (Were. #15) Minneepolie, Minn.						
#452 Denver, Colo.	Company Plan			90 days - 6 6 mos24 mc Over 24 mos 2 wks. max. calendar yr cumulstive	- 2 wks. during	ż wk.
#554 Fremont, Neb.				и и	n n	
#15 Geleaburg, 111. #961 Denver, Colo.	\$5 per wk. Eff. 2/1/65 \$5.50 Company Plen	Co. Profit	-ROAD DRIVER			
#977 Minneepolie, Min	ı	SE	NVICE GARAGE	Company Policy		
#299 Coldwater, Mich.	\$3 per wk. Eff. 8/1/6: \$3.50	Co. Profit ,Sharing Sto Bonue Truet Plan	OFFICE	5 days per calendar year		

GAMPLE-SKOGM, INC. (10)

POOT NOTES: H & W, PENSIONS, SEVERANCE PAY & SICK LV

☐ - If at any time during the term of this contract the company does not arrange to make a group insurance program available to the eligible employees covered herein, then the subject of health and welfare benefits may be reopened for negotiations by either party.

Z - Sick leave pay ● 9 hours per day.

Gamble-Skogmo	Wage Rates -	Warehouse and L	ocal Drivers	(11)
Local #15 - Monmouth, Illinois				
		8-15-61	8-15-62	8-15-63
Truck Spotter		2.59	2.69	2.81
Working Foreman		2.37	2.47	2.59
Group I				
Maintenance Men		2.27	2.37	2.49
Carpenter		2.27	2.37	2.49
Small Appliance & Refrigerator	men	2.27	2.37	2.49
Television & Radio Repairmen		2.27	2.37	2.49
Lift Truck Operator		2.27	2.37	2.49
Shipping Dockmen		2.27	2.37	2.49
Return Misc. Rec. & Adj. Clerk		2.27	2.37	2.49
Group II				
Inventory Clerk		2.22	2.32	2.44
Receiving Checker		2.22	2.32	2.44
Stockmen		2.22	2.32	2.44
Group III				
Warehousemen		2.17	2.27	2.39
Group IV				
Janitors & Watchman		2.12	2.22	2.34
90 day seasonal employees		1.95	2.05	2.17

Local #299 - Coldwater, Michigan.

	Rates Prior to 4-1-61	4-1-01	4-1-62	4-1-63
	το 4-1-α	4-1-01		4-1-03
Head Shipping Clerk	2.42	2.50	2.58	2.66
Head Receiving Clerk	2.42	2.50	2.58	2.66
Service Reapairman	2.47	2.55	2.63	2.71
Parts Man-Service Dept.	2.42	2.50	2.58	2.66
Inventory Men	2.37	2.45	2.53	2.61
Head Stockman	2.37	2.45	2 53	2.61
Working Foreman	2.37	2.45	2.53	2.61
All other employees	2.27	2.35	2.43	2.51

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Local 359 - Minnespolis, Minnesota (Warehouse #5)

Warehouse	6-1-61	6-1-62	6-1-63
Group I			
Head Shipping Clerk	2.67	2.77	2.87
Head Heceiving Clerk	2.67	2.77	2.87
Jeep Operators	2.67	2.77	2.87
Group II			
Aast. Shinplag Clerk	2.57	2.67	2.77
Asat. Heceiving Clerk	2.57	2.67	2.77
Inventory Taker	2.57	2.67	2.77
Truck Loaders or Shipping Dockmen	2.57	2.67	2 77
Stocknen	2.57	2.67	2.77
Scalemen	2.57	2.67	2.77
Parcel Post Man	2.57	2.67	2.77
Adjuatment Clerk	2.57	2.67	2.77
Receiving Checkers	2.57	2.67	2.77
Parts Order Clerk	2.57	2.67	2.77
Group III			
Warehousemen	2.45	2.55	2.65
Summer Employees	1.90	1.95	2.00
Drivers. City	2.74	2 84	2.94

Out of Town Work: then on out-of-town and lay-overs, all additional ecpense for food and lodging shall be paid to the employees.

Local 359 - Minneapolis, Minnesota (Warehouse pl5)

Warehouse	6-1-61	6-1-62	6-1-63
Working Foreman	2.67	2.77	2.87
Head Order Piller & Checker	2.67	2.77	2.87
Head Shipping Clark	2.67	2-77	2.87
Head Receiving Clerk	2.67	2-77	2.87
Stockman	2.57	2.67	2.77
Packers	2.45	2.55	2.65
Order Fillers	2.45	2.55	2.65
Warehousesen	2.45	2.55	2.65
Summer Reployees	1.90	1.95	2.00
Drivers	2.74	2.84	2.94

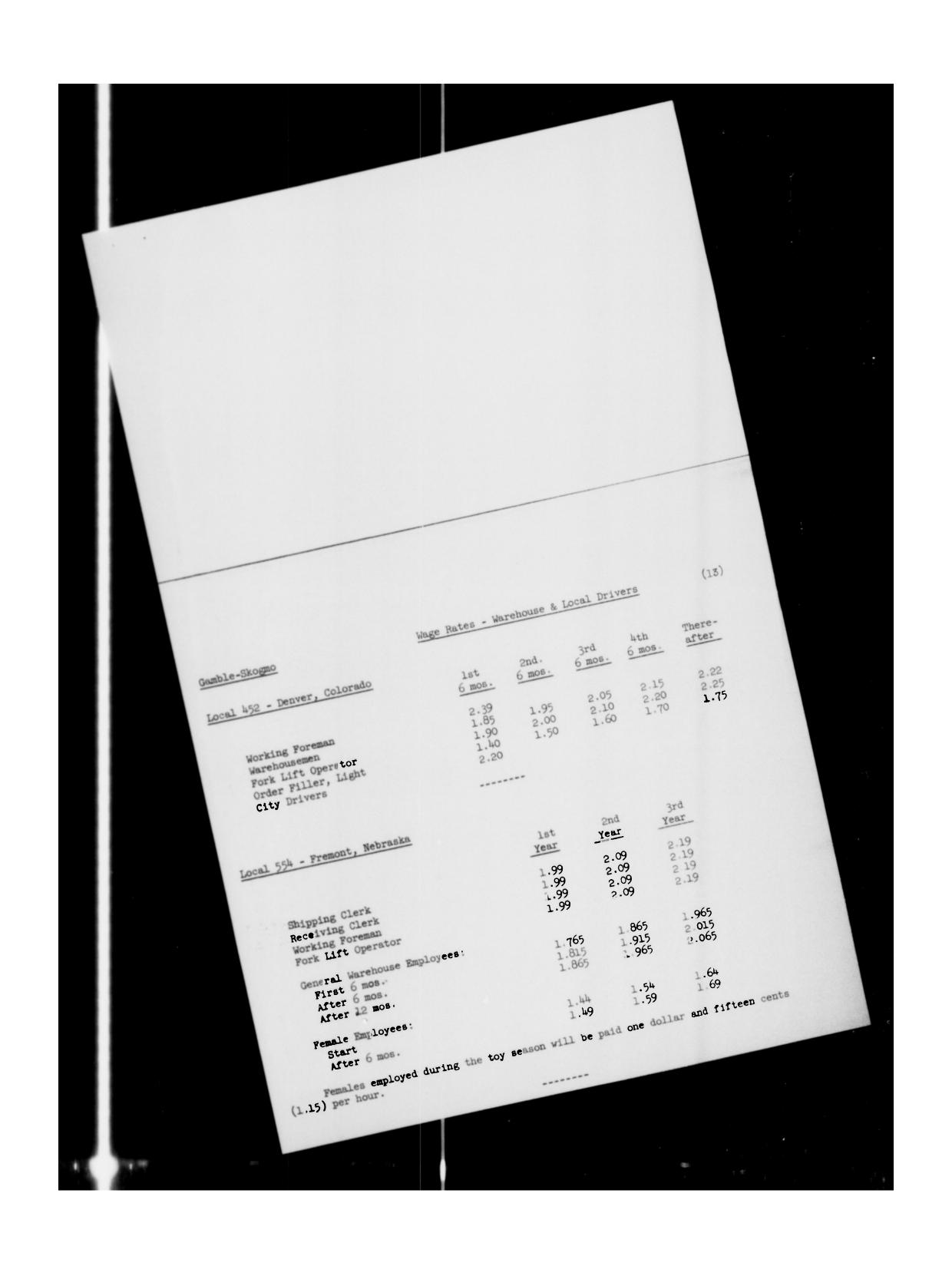
Driving Time Allowed: Driving time for all truck drivers and truck help-re shall start at the garage and continue until the truck is returned to the garage with the following exceptions:

- (a) No time shall be paid for rest periods, which rest periods shall not extend more than twelve (12) hours.
- (b) In case of truck breakdowns or accidents, time shall be allowed for the time truck drivers and helpers work or stay with the truck. In case 'ayovers requiring no work or assistance on the part of 'he driver or helper, eight (8) hours time daily shall be allowed until the truck is again active.
- (c) In case of extended layovers caused by breakdowns or accidents, truck drivers and helpers may be called into the company warehouse and placed on other trucks or other work, and shall be paid for the work performed.

(12a)

Gamble-Skogmo

- The number of eummer employees shall be determined by the warehouse needs of the regular employees, such summer help shall be limited to employment from May 15 through September 15 of each year. The summer employee shall not gain centority. Summer help shall not be hired until all laid off employees have been returned to work.



(14)

Local #15 - Galesburg, Illinois

Over-the-Road Drivers Mileage Rate

2/1/61_	8/1/61_	2/1/62	2/1/63_
\$3.13	\$3.16	\$3.24	\$3.54
11.8¢		12.05¢	12.3¢

Wages shall be based on the mileage rate which shall include all incidentals, such as lodging and food or such personal expenses incurred while driving the equipment on runs specified by the employer. In the event of breakdown or impassable highways, or pickups and deliveries on other regular runs, drivers shall be paid their hourly rate. This rate shall cover all time spent on such delays commencing with the first hour or fraction thereof, but not to exceed more than eight (8) hours of each twenty-four (24) hour period except that when an amployee is required to remain with his equipment during such breakdown or impassable highways he shall be paid for all such delayed time. The pay for delay time shall be in addition to monies earned for miles driven. The exception for food and lodging is not to apply on weekends or holidays.

The additional 2.375¢ per mile above the regular mileage rate and the additional 40¢ per hour above the hourly rate as specified in the Central States Area Over-the-Road Motor Freight Agreement shall be to compensate the drivers for their lodging and time spent at their regular Gamble delivery points.

Local #961 - Denver, Colorado

Single Axle For Miles Driven Sleeper Cab " "

\$.09 per mile
.ll per mile (Split
equally between the
two men)

An allowence of \$5.00 will be allowed for each night it is necessary for a driver to accure lodging away from the home terminal. If lodging cannot be obtained at this figure, the Company will reimburee the driver for the additional cost, upon presentation of appropriate receipt.

In the event of leyover, breakdown of equipment or impassable highways, drivers shall receive \$2.85 per hour starting with the first hour up to eight (8) hours out of each twenty-four (24) hour period. When the driver is required to stay with the equipment, he shall be paid for all time epent with the equipment. Meals and lodging shall be furnished in addition to the above rates in the event of layover, breakdown of equipment or impassable highways.

All working time lost waiting to load or unload at source locations shall be paid for at \$2.85 per hour.

Drivers will receive fifteen (15) minutes for hook-up and fifteen (15) minutes for unhooking, to be paid at the established rate of the then prevailing wage.

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Gee	707	-5	OCO	O

### Wage Rates - Service Garage Empls.

(15)

Local 977 - Minneapolis, Minnesota

	5-15-62	5-15-63
Car Parkers:		
Starting	1.92	1.99
After 30 Work Days	1.95	2.02
After 1,092 work days	2.04	2.11
Specialty Salesmen	2.38	2.45
Car Washer	2.20	2.27

## Local 299 - Coldweter, Michigen

Wage Rates - Office Workers

Group I - Comsisting of Pricers, Heil Desk, Clerical, File Clerk and Order Processor

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Group II - Consisting of Comptometer Operators, Clerical Typists, Machine Operators, Receptionist and PBX Operators, Clerk Accountant, Stenographer (Other than Private), Price Controller and Accounting Clerk.

Group III - Consisting of Inventory Control Clerk, Accounts Receivable Clerk, and Head Bookkeeper.

Effective 8-1-61	Start	6 mos.	12 mos.	24 MOB		
Group I	234.00	239.00	251.00	256.00		
Group II	251.00	256.00	266.00	276.00		
Group III	266.00	271 00	276.00	296.00		
Effective 8-16-62					36 mos.	
Group I	234.00	239.00	251.00	256.00	261 00	
Group II	251.00	256.00	266.00	276.00	283 00	
Group III	266.00	271.00	276.00	296.00	301.00	
Effective 8-16-63						48 mos.
Group I	234.00	239.00	251 00	256.00	261.00	266.00
Group II	251.00	256.00	266.00	276.00	281.00	286.00
Oroup III	266.00	271.00	276.00	296.00	301.00	306.00

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